MARCH 1975

THE Signalman's Journal

SP installs ctc in Texas

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. . . For transporting up to 5,000 lb. loads!

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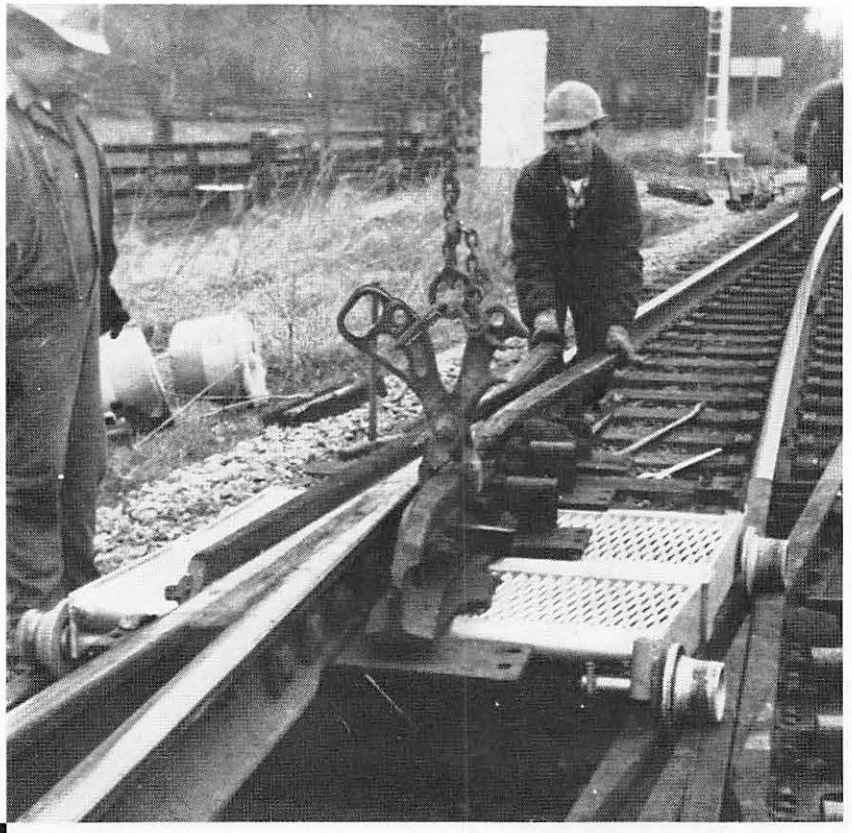

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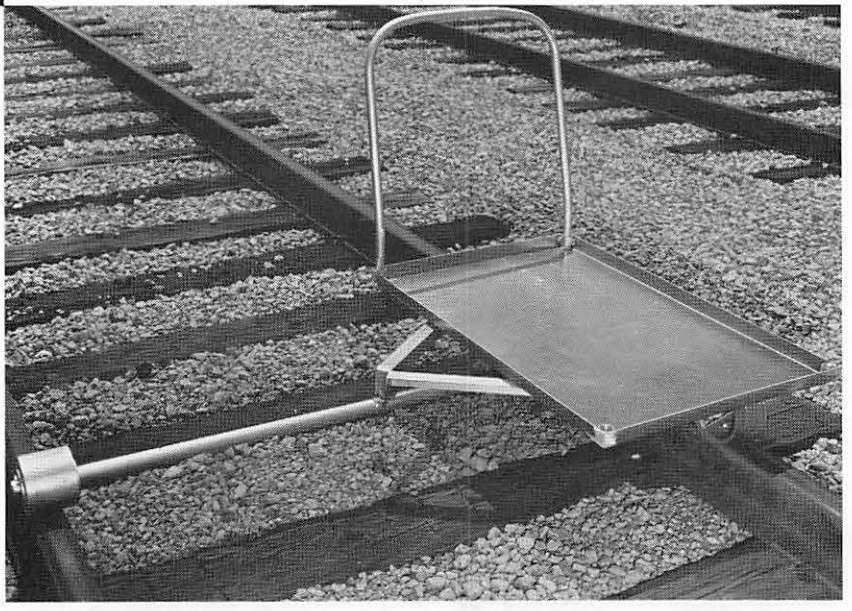

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The Signalman's JOURNAL

OFFICIAL PUBLICATION BROTHERHOOD OF RAILROAD SIGNALMEN

Robert W. McKnight, Editor and Manager

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March 1975

Vol. 56 No. 2

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Cover: Westbound Pine Bluff-Los Angeles SP train holds the main at Seco, TX where it meets Spofford-San Antonio local in ctc territory. Picture from SP Bulletin.

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GRAND LODGE DIRECTORY

C. J. CHAMBERLAIN, *President*
601 W. Golf Road
Mount Prospect, IL 60056

R. T. BATES, *Sec'y-Treas.*
601 W. Golf Road
Mount Prospect, IL 60056

A. E. LYON, *Pres. Emeritus*
1117 So. Wilke Road
Arlington Heights, IL 60005

JESSE CLARK, *Pres. Emeritus*
908 So. Park Drive
Terre Haute, IN 47802

Vice Presidents

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220 South State Street
Chicago, IL 60604

J. T. BASS
Office 201
3121 East Colfax Avenue
Denver, CO 80206

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601 W. Golf Road
Mount Prospect, IL 60056

C. S. CHANDLER
4243 Forest Avenue
Paducah, KY 42001

M. B. FRYE
601 W. Golf Road
Mount Prospect, IL 60056

J. E. PLATT
1396 Ste. Catherine St. W.
Suite 323
Montreal, Que. H3G 1P9

J. W. WALSH
Railway Labor Bldg., Suite 804
400 First St., N.W.
Washington, DC 20001

Director of Research

J. E. HANSEN
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Mount Prospect, IL 60056

Grand Lodge Representatives

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601 W. Golf Road
Mount Prospect, IL 60056

R. R. MITCHELL
1833 Pembina Highway, Apt. 200
Winnipeg, Man. R3T 2G6

Board of Trustees

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Montreal, Que. H1H 4Z6

Chamberlain's Message

Write to your Congressmen

The 94th Congress has begun its work—work in which every member of our Brotherhood of Railroad Signalmen family has a personal stake. We cannot emphasize enough how important it is for each and every one of us to become interested and active in the political arena.

Unfortunately, the average citizen for one reason or another, does not believe that his representatives in Congress respond to the will of the people. Such belief is difficult to overcome, particularly when we can point to times when legislation is passed which we judge as being contrary to the desires of the masses, or to our own individual wishes. However, there is absolutely no hope to correct these situations, when they exist, if we accept them as necessary evils and do nothing about them.

Fortunately, during the last few years, the "do nothings" are beginning to join the "do somethings" and the famous phrase, "Government of the People, by the People and for the People" is returning to its original meaning. We do have a voice in government, if we will only use it.

It is our desire and purpose to convince each of our Brotherhood of Railroad Signalmen family members that our collective interests can best be served by taking an active role in helping to insure favorable legislation. The effort is relatively simple, and can easily be performed by all of us. All that is required is a letter to your Congressman, short and to the point. You need not be a gifted writer, just be yourself and let him know what is on your mind.

Legislation of the laws of our country is a continuing process. There are many bills introduced that affect each of us in one way or another. Some die in committees and never get to the floor of Congress. Others that do get to the floor for debate are often defeated. Still others manage to pass and become law. For the most part, the end result of the legislation is dictated by the interests and needs of the people, and that is as it should be.

There are occasions, however, when strong lobby interests manage to exert enough pressure to push legislation through Congress that benefits a few at the expense of the majority. One such bill was steered through the closing days of the 93rd Congress, which in effect would permit individual states to pass their own laws to increase the weight and size of trucks passing through on the federal highway system. Strong truck interests were successful in this endeavor, which we hope will be reconsidered by the 94th Congress.

We are sure you will all agree that the size and number of trucks on the nation's highways has not only created an extreme safety hazard, but has caused damage to the highways resulting in staggering maintenance costs. The use taxes paid by these trucks in license fees isn't even a drop in the bucket compared to the cost of repair.

In addition to the wear and deterioration of the federal highway system, a possible side effect of the legislation could realize as much as a 20% reduction in rail freight traffic which could be fatal to the railroad industry and its employes. I am sure that we all agree, our country cannot permit our railroad industry to further deteriorate.

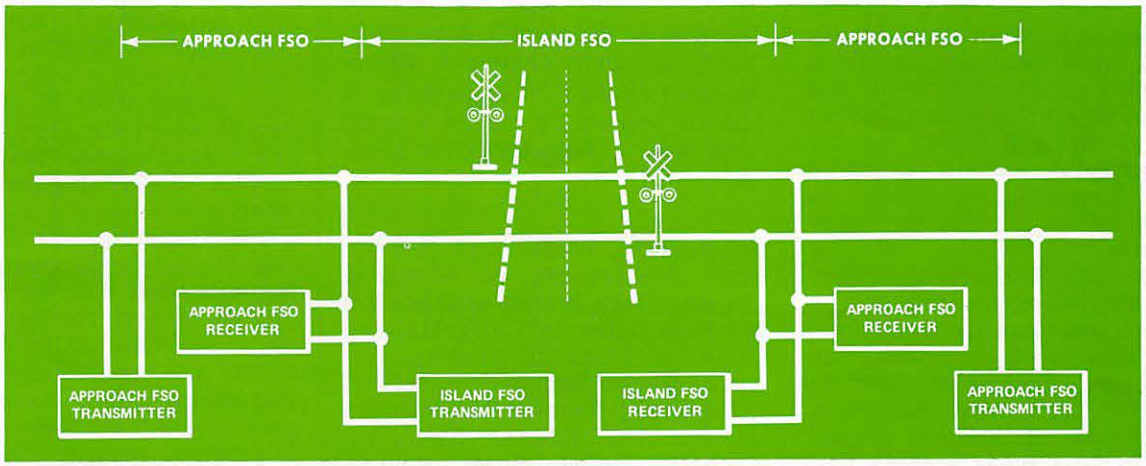
Many of the Congressmen who voted for the measure in the 93rd Congress have developed second thoughts and claim that they will now support a repeal of the increased truck weights. As a result, bill H.R. 1867 has been introduced in the House of Representatives and has been referred to the Committee on Public Works and Transportation.

In our judgment, an all out effort should be exerted by rail labor to support enactment of this bill. Until the original legislation is repealed, the door is open for the states to increase truck weights on their highways.

Write to your Congressmen. Ask them to support H.R. 1867 which will repeal the truck weight limits. Become more than a silent partner with your country, your industry and your union. We assure you that the effort will be rewarding to you, if for no other reason than knowing that you did your part to help restore the railroad industry to being the number one form of mass transportation which is absolutely essential to our country's economic and energy needs.

NEW ISLAND FREQUENCY SHIFT OVERLAY TRACK CIRCUITS

FOR HIGHWAY CROSSING PROTECTION



Precise Tuning - narrow band widths and high operating frequency channels provide maximum shunting sensitivity and precise tuning with minimum interference.

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Compact - the transmitter and receiver each occupy the space of a GRS Type B, Size 2 relay - 5 inches wide, 7 inches high, and 9 inches deep. They can be shelf, wall, or rack mounted.

Easy to Maintain - solid-state components are mounted on plug-in circuit boards for quick and easy maintenance.

Versatile - frequency determining elements are on three printed circuit boards. Simply replace these boards to change the operating channel frequency.

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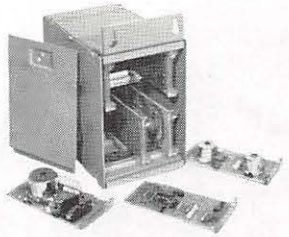
Selection of Transmitter Output - 600, 400, or 200 milliwatts for track circuits up to 300 feet.



Plug-in units for quick and easy maintenance.

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News

CRU and RLEA become one

On February 18, 1975, President **Al H. Chesser,** chairman of the Congress of Railway Unions and President **C. J. Chamberlain,** chairman of the Railway Labor Executives' Association jointly announced that certain affiliated unions of the Congress of Railway Unions and the affiliated organizations of the Railway Labor Executives' Association had reached an agreement reunifying the two groups.

The United Transportation Union, Brotherhood of Maintenance of Way Employes, Transport Workers Union of America, Hotel and Restaurant Employes and Bartenders International Union and the Seafarer's International Union of North America will be affiliated organizations of the Railway Labor Executives' Association effective April 1, 1975. The present Railway Labor Executives' Association affiliates are American Railway Supervisors' Association, American Train Dispatchers' Association, Brotherhood of Locomotive Engineers, Brotherhood of Railroad Signalmen, Brotherhood of Railway Carmen of the United States and Canada, Brotherhood of Sleeping Car Porters, Int'l. Assn. of Machinists and Aerospace Workers, International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Int'l. Brotherhood of Electrical Workers, Int'l. Brotherhood of Firemen and Oilers, Int'l. Org. Masters, Mates & Pilots of America, National Marine Engineers Beneficial Association, Railroad Yardmasters of America, Railway Employes' Dept., AFL-CIO, Sheet Metal Workers' Int'l. Assn.

The unification agreement reuniting these railroad labor unions will enhance the interests of railroad labor and will enable the cooperating affiliated railroad labor organizations to establish, and maintain an effective coordinated policy on all matters of mutual interest and importance to railroad labor.

Both Chesser and Chamberlain praised the reunification and stated that it would strengthen railroad labor's role in protecting the interests of railroad labor during the severe economic crisis we are facing in the country today, as well as in the future as we strive to restore the railroad industry as the number one form of mass transportation in the country.

At a recent labor-management meeting on the Norfolk & Western, BofRS president **Charles J. Chamberlain** (left) had the opportunity to discuss matters of mutual interest with **John P. Fishwick,** N&W president.

Supplemental medical benefits available

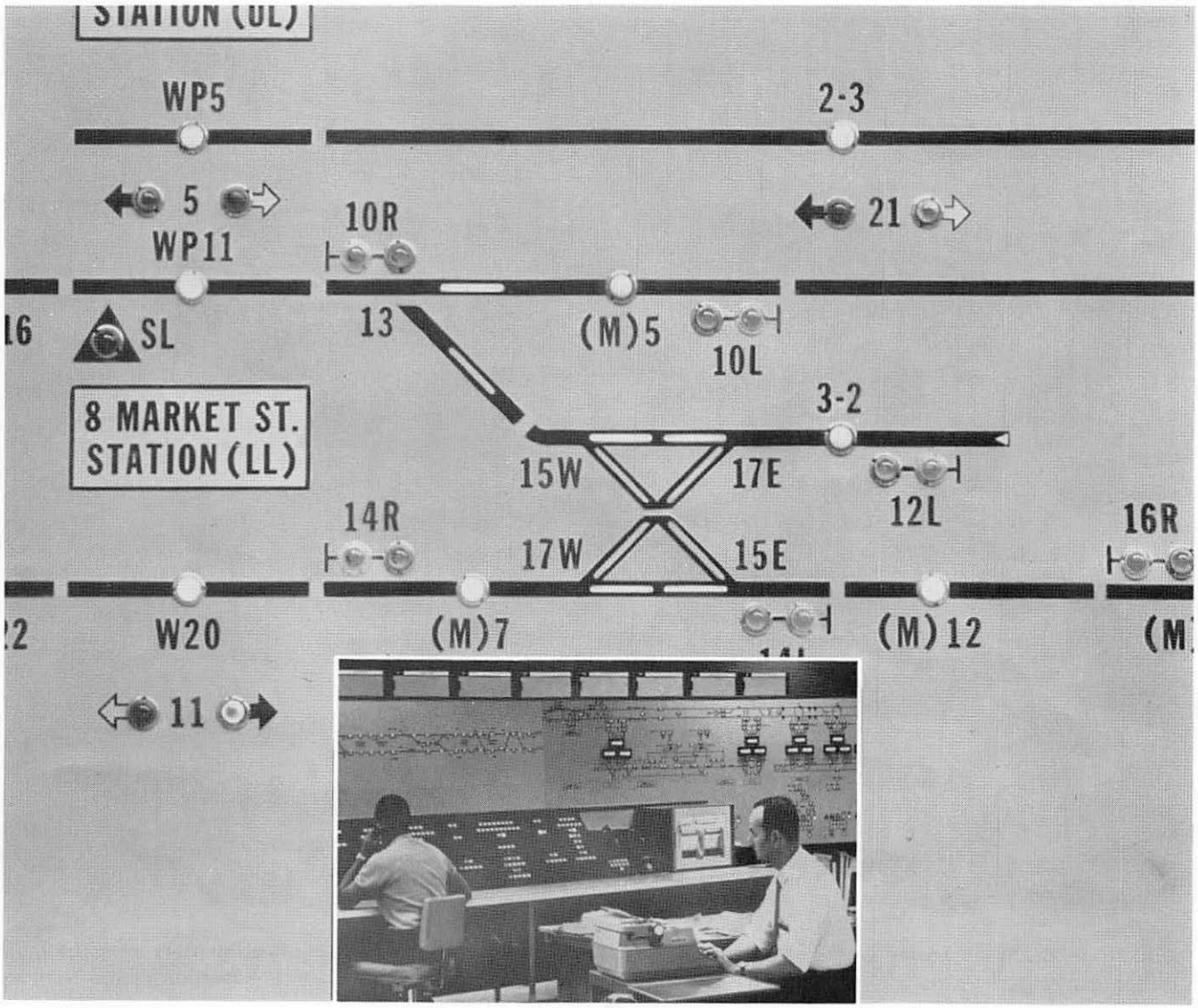
Under the provisions of the Medicare Act, most people age 65 or over are eligible to enroll for the Supplemental Medical Insurance Benefits coverage under the voluntary portion (Part B) of Medicare beginning on the first day of the third month prior to their 65th birthday and ending seven months later.

Prior to July 1, 1973 the only persons eligible for Hospital Insurance Benefits (Part A) were individuals age 65 or over receiving benefits under the Railroad Retirement Act or old age benefits under the Social Security Act. Hospital Insurance coverage for these individuals is provided without premium payment.

On and after July 1, 1973, however, eligibility for both Part A and Part B benefits was extended to disabled employee annuitants

(Please turn to page 20)

Railroad Operating Rules Advisory Committee recently met in Washington, and had its picture taken. Shown here (left to right) are: **Joseph W. Walsh,** BofRS vice-president; **James W. Hayes,** manager schedule statistics, UTU; **Charles R. Pfenning,** president, ATDA (dispatchers); **Paul Howard Croft, Jr.,** president, American Short Line Railroad Association; **Robert Pitsch,** assistant legislative director for Michigan, UTU; **Merle A. Forst,** director bureau of transportation, Pennsylvania Public Utilities Commission; **Asaph H. Hall,** acting administrator, FRA; **Ronald C. Lindquist,** director safety and rules system, BN; **Virgil F.Davis,** director of research, BLE; **Richard H. Priddy,** division manager, C&O; **Harold H. Hall,** vice-president transportation, SOU; and **Lionel V. Topaz,** assistant commissioner for rail, air and marine programs, Oregon Public Utilities Commission.



Here's how 14.5 miles of rapid transit stays on time. WABCO time.

PATCO's Lindenwold line races between Philadelphia and Lindenwold, N.J. carrying 38,000 passengers daily. It has an outstanding record for on-time service.

Key to the service is the WABCO Supervisory System at Camden Central Control. The track diagram panel continuously displays the location of all traffic on the line along with status of switches and signals. The WABCO control console provides control or monitoring for the following functions.

- o automatic or manual control of switches and signals
- o automatic or manual control of turn around patterns
- o traffic normal or reverse control
- o advance or retard control of automatic train dispatcher
- o switch point snow melter control
- o subsystem-in-use indication for digital data system sharing
- o lamp test control for console and track diagram
- o alarm acknowledge-pushbutton and indication
- o control-reset command for request cancellation

Supervisory control of substations is provided on a separate panel.

Combine this control with voice communications throughout the system over a TRAINPHONE® System and you have some idea of why the Lindenwold line runs so well. We'd like to tell you more about it.

Write: Westinghouse Air Brake Company, Transportation Systems Group, Union Switch & Signal Division, Pittsburgh, Pa. 15218.

TRANSPORTATION FROM THE WORD GO

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WABCO

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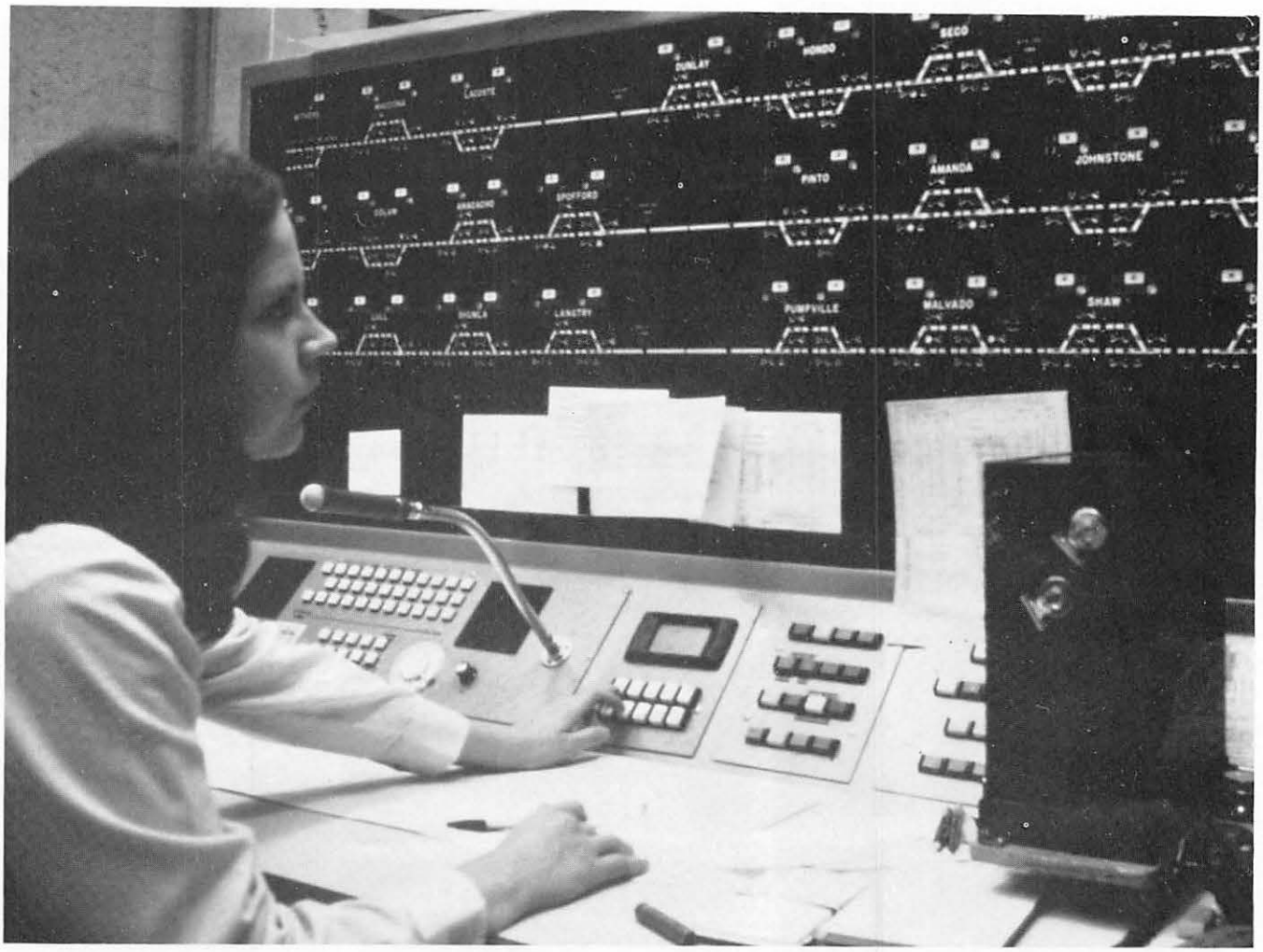


Dispatcher Ms. Susan Lemay works at a push-button centralized traffic control machine in dispatching headquarters in Houston, TX that controls a portion of the territory.

SP installs traffic control

Southern Pacific is completing work on its big Texas-sized centralized traffic control system between Sierra Blanca and Flatonia, TX. The 590-mile ctc project has 62 sidings, each 1.7 miles long (enough to hold 125 cars). Control is mini-computer assisted from the Houston dispatcher's office. Microwave provides a fast communications link between the control office and field locations.

This Texas ctc project, costing $22.3 million, is on the SP mainline connecting the southwest and California with the Mississippi river gateway cities of St. Louis, MO, Memphis, TN and New Orleans, LA.

Concurrent with the ctc project, SP moved one of its mobile signal training classrooms (a modified passenger car) to San Antonio for the training of assistant signalmen. Two full-time training instructors held classes at San Antonio during much of the construction period. Class size was held to six per instructor. Students received classroom and laboratory instruction.

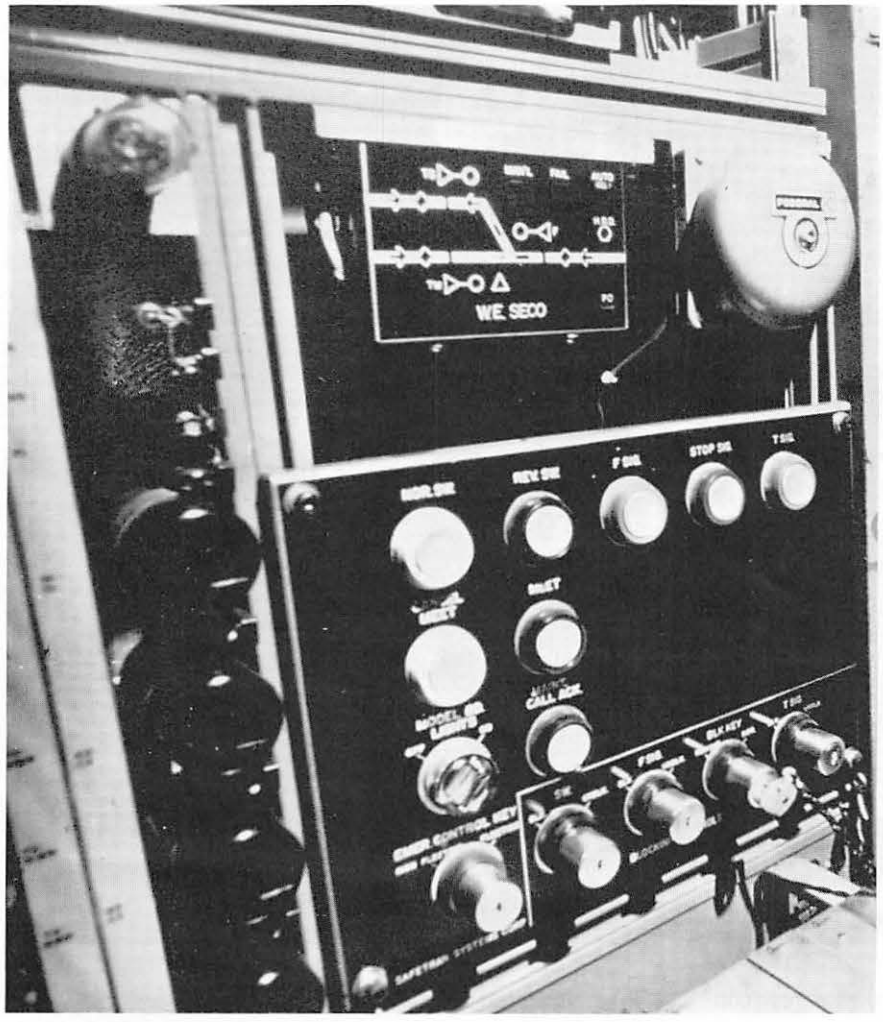
This Texas ctc system replaced single-track automatic block signaling formerly in service on the 590 miles between Sierra Blanca and Flatonia.

SP is using TRW's solid-state model S-70 code system linked to a minicomputer and two TRW push-button control machines on the Flatonia-Sanderson section, 376 miles. For the Sanderson-Sierra Blanca section, the S-70 code system is also used, but Modcomp II computers were furnished with color cathode-ray-tube terminals with light pens and keyboards serving as the control machine.

"The greater capacity of the Modcomp II will allow the computer to maintain train identity and to be able to initiate meets on a priority basis," says J. A. Turner, special assistant to signal engineer, SP.

The system will maintain a current history of each train moving through the ctc territory for the dispatcher's use.

The office code equipment is linked to field code units through SP's microwave system operating in the 6,000 MHz frequency range. Direct links to ctc-controlled sidings are via 960 MHz stubs to one end of the siding and a code line is



Controls at the west end of Seco siding (cover picture) include test panel as well as field coding equipment and relays.

system in Texas

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The ctc system has three modes of operation. In the manual mode, the system is controlled by the dispatcher through the code system. The monitor-automatic mode gives the dispatcher complete control of all functions with the addition of a field approach-clearing feature which will make meets on a first-come, first-served basis.

In the failure-automatic mode, the ctc system functions solely on the basis of approach information to control signals and switches in a similar manner as it does in the monitor mode. However, following moves within the block are permitted under manual or monitor-automatic mode, but with the system in failure-mode, a following train must wait until the preceding train has reached the next clear siding.

Field circuits are maintained in either manual or monitor-automatic mode by alternate controls sent each five minutes by the computer. The system falls into the failure-automatic mode when a failure within the code system lasts for more than approximately seven minutes.

SP is using Safetran aluminum colorlight units mounted back-to-back on a single mast for intermediate signals, and Union Switch & Signal type H-2 searchlight units for all controlled signals.

At siding locations, the leaving signals (both mainline and siding) are high signals located outside the track structure to eliminate the spreading of the siding to provide clearance. Light-out protection is provided on all leaving signals at siding locations. Use of aluminum masts, cases and housings reduces maintenance costs, according to SP engineers.

SP uses Safetran pulse modulated audio frequency track circuits overlayed onto center-fed dc track circuits to control signal aspects and to provide approach information to controlled points within the ctc territory. Circuits range in length from approximately 8,000 ft. within sidings to a maximum of 18,500 ft. between intermediate signals. Insulated joints are located at the signals.

PMTC is normally operating from signal to signal. However, in several instances, it was necessary to install repeaters to provide satisfactory performance over the normal ballast range. Where the PMTC operating range was not sufficient, the addition of a repeater has apparently eliminated the problem, reports Turner, who explains how the PMTC-DC track circuit interface is handled.

"The dc track relays' contacts are inserted into the PMTC interface circuits to provide broken rail protection and train shunt detection. This allows the PMTC receivers to be adjusted to the maximum gain with which they will function under dry conditions.

"In locations with one or two intermediate signals, SP is using three modulation rates at ends of sidings to control signal aspect, one rate for approach-clearing information, and the remaining rate for block indication. With three or more intermediates, four rates for aspect control are needed, and the remaining rate is used for combined approach and block information," Turner said.

"Intermediate signals are approach cleared; therefore, PMTC information is normally being sent in both directions between sidings. Traffic is lined and signals cleared within the block by cutting off the

BLS Consumer Price Index for	Effective Date of Adjustment
September 1975	January 1, 1976
March 1976	July 1, 1976
September 1976	January 1, 1977
March 1977	July 1, 1977

(b) While a cost-of-living allowance is in effect, such cost-of-living allowance will apply to straight-time, overtime, vacations, and holidays, and to special allowances and arbitraries, in the same manner as basic wage adjustments have been applied in the past.

(c) The amount of the cost-of-living allowance, if any, which will be effective from one adjustment date to the next may be equal to, or greater or less than, the cost-of-living allowance in effect in the preceding adjustment period.

(d) (i) Effective December 31, 1976, 75% of the cost-of-living allowance then payable will be incorporated into basic rates of pay for all purposes, and the cost-of-living allowance will be reduced by 75%.

(ii) Effective June 30, 1977, the remainder of the cost-of-living allowance resulting from application of paragraph (d)(i), less the amount of any downward adjustment in the cost-of-living allowance effective January 1, 1977 by reason of a decline in the BLS Consumer Price Index, will be incorporated into basic rates of pay for all purposes, and the cost-of-living allowance will be reduced commensurately.

(iii) Effective December 31, 1977, 50% of the cost-of-living allowance then payable will be incorporated into basic rates of pay for all purposes, and the cost-of-living allowance will be reduced by 50%.

(e) The cumulative amount of the cost-of-living allowance which may be in effect at any time shall not exceed the maximum amount shown in the following table:

Adjustment Date	Maximum Cumulative Allowance
January 1, 1976	12 cents per hour
July 1, 1976	28 cents per hour
January 1, 1977	45 cents per hour, as adjusted by Note 1.
July 1, 1977	68 cents per hour, as adjusted by Note 2.

Note 1—Less 75 percent of the allowance which had been payable as of December 31, 1976 prior to application of paragraph (d) (i).

Note 2—Less the entire amount of the allowance payable as of December 31, 1976 which was incorporated into basic rates pursuant to paragraphs (d) (i) and (d) (ii).

(f) (i) The cost-of-living allowance effective January 1, 1976, July 1, 1976, and January 1, 1977 will be one cent per hour for each full four-tenths point by which the BLS Consumer Price Index for the respective month shown in the first column of paragraph (a) exceeds such index for March 1975, but will not be more than the maximum amount for the respective date shown in paragraph (e).

(ii) In determining the cost-of-living allowance effective January 1, 1977, there will be deducted from the amount determined under paragraph (f) (i) above 75% of the cost-of-living allowance which had been payable as of December 31, 1976 prior to application of paragraph (d) (i).

NOTE: As soon as the BLS Consumer Price Index for March 1975 becomes available, a table will be prepared showing the amount of the cost-of-living allowance, prior to the December 31, 1976 incorporation into basic rates of 75% of the allowance then payable, for each BLS Consumer Price Index figure.

(g) The cost-of-living allowance effective July 1, 1977 will be the allowance effective January 1, 1977, increased by 1¢ per hour for each full three-tenths point by which the BLS Consumer Price Index for March 1977 exceeds such Index for September 1976. If the BLS Consumer Price Index for March 1977 is less than such index for September 1976, the cost-of-living allowance effective July 1, 1977 will be the allowance effective January 1, 1977, reduced by one cent per hour for each full three-tenths point by which the BLS Consumer Price Index for March 1977 is less than such index for September 1976. If the amount of the cost-of-living allowance which became effective January 1, 1977 was limited by operation of the 45-cent maximum in paragraph (e) above, the increase or reduction will be applied to the amount of the cost-of-living allowance which would have become effective January 1, 1977 in the absence of such 45-cent maximum. In any event the cost-of-living allowance effective July 1, 1977 will not be more than 68 cents per hour less the entire amount of the allowance payable as of December 31, 1976 which was incorporated into basic rates pursuant to paragraphs (d) (i) and (d) (ii).

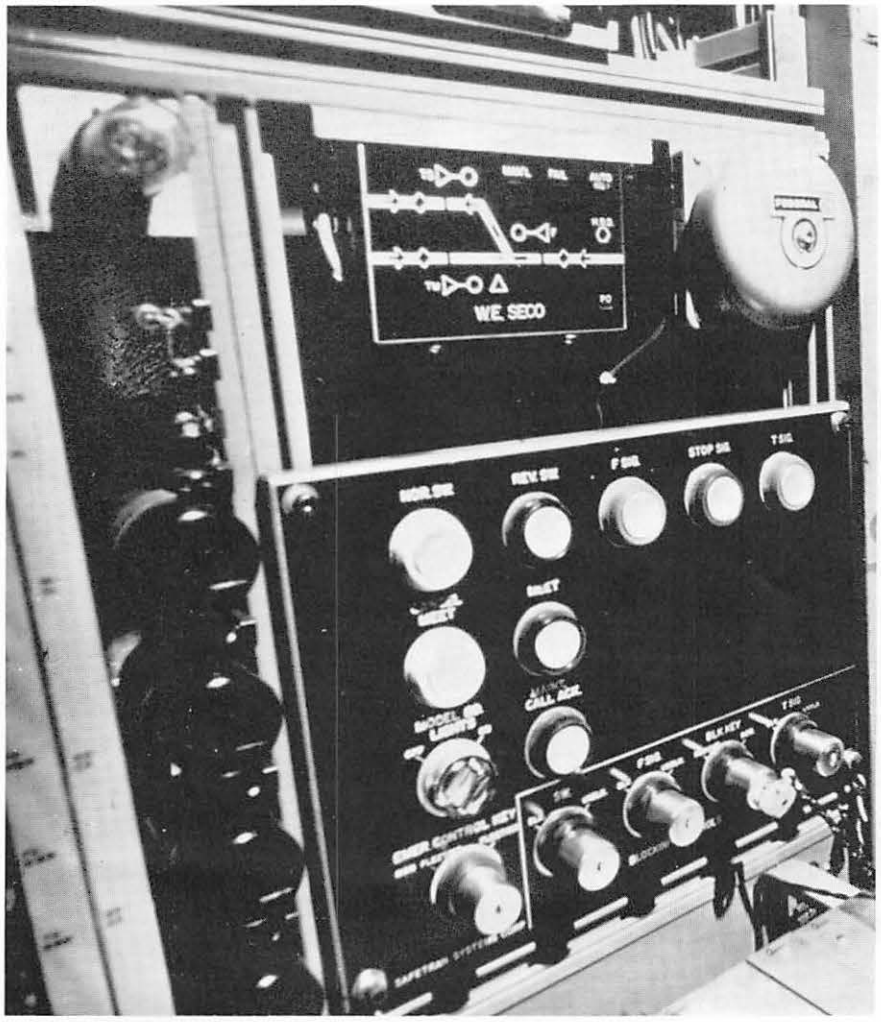
NOTE: As soon as the BLS Consumer Price Index for September 1976 becomes available, a table will be prepared showing the amount of the cost-of-living allowance for each BLS Consumer Price Index figure.

(h) Continuance of the cost-of-living adjustment is dependent upon the availability of the official monthly BLS Consumer Price Index in its present form and calculated on the same basis as the Index for March 1975, except that, if the Bureau of Labor Statistics, U. S. Department of Labor, should during the effective period of this Agreement revise or change the methods or basic data used in calculating the BLS Consumer Price Index in such a way as to affect the direct comparability of such revised or changed index with the index for March 1975 or the index for September 1976, then that Bureau shall be requested to furnish a conversion factor designed to adjust the revised index to the basis of the index(es) for March 1975 and/or September 1976, described in paragraph (a) of this Section 1.

Section 2—Application of Cost-of-Living Adjustments

In application of the cost-of-living adjustments provided for by Section 1 of this Article II, the cost-of-living allowance will not become part of basic rates of pay except as provided in Section 1(d). Such allowance will be applied as follows:

(a) **Hourly Rates**—Add the amount of the cost-of-living allowance to the hourly rate of pay produced



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system in Texas

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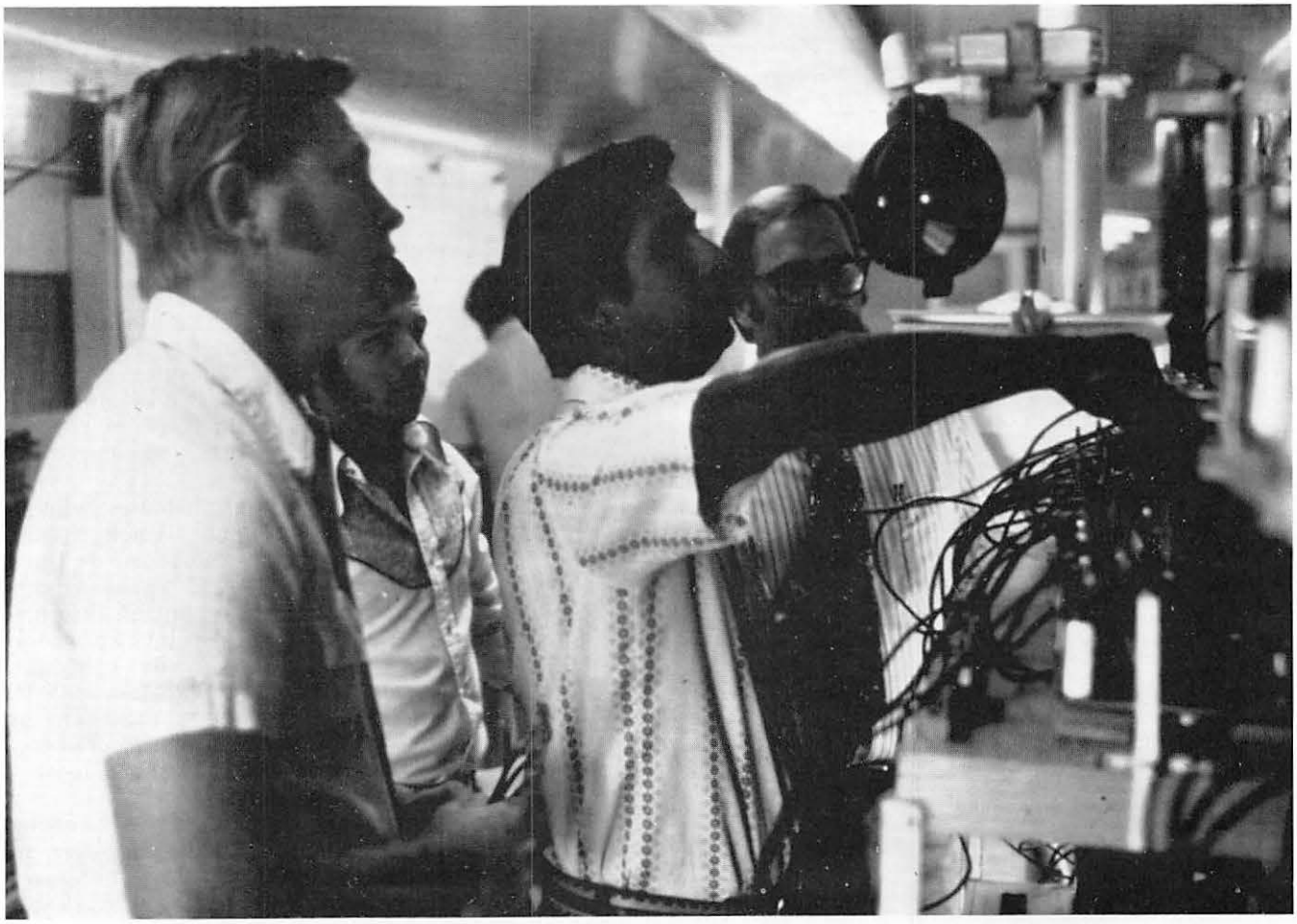
"In locations with one or two intermediate signals, SP is using three modulation rates at ends of sidings to control signal aspect, one rate for approach-clearing information, and the remaining rate for block indication. With three or more intermediates, four rates for aspect control are needed, and the remaining rate is used for combined approach and block information," Turner said.

"Intermediate signals are approach cleared; therefore, PMTC information is normally being sent in both directions between sidings. Traffic is lined and signals cleared within the block by cutting off the



Assistant signalman Lazardo H. Luna makes a test connection to signal equipment in the mobile signal training car. Signal training officer **A. J. Chapman** (right) watches as do **R. E. Bramlett** (left) and **Don Loy.** Brothers Luna and Bramlett are members of Gulf Coast Local No. 99 (T&NO). Mobile training car was located at San Antonio, TX.

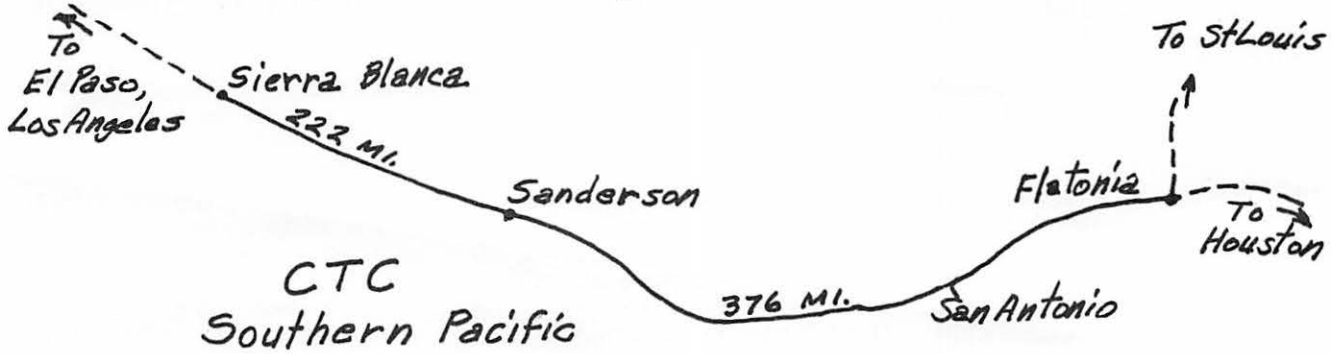
PMTC information being sent in the direction of the desired move, and letting this cascade through the intermediate locations to the next siding. This is done by initiating the time-clearing sequence of the controlled signal governing moves into the block.

"Since the controlled signals are approach cleared under automatic operation, blocking controls are stored at controlled points to insure that signals are held at stop and switch remains locked until the dispatcher manually sends a control to the field to cancel blocking," Turner said.

All crossing protection is controlled by overlay circuits. Grade Crossing Predictors were used where necessary. Motion sensors and Harmon AFTAC equipment were used to keep insulated joints to a minimum. At GCP locations, narrow band shunts were used to carry PMTC around the joints.

"By using PMTC for signal control and using microwave direct to sidings, we have been able to retire most of both signal and communication pole lines along with their maintenance problems," Turner said.

Editor's Note: Thanks are extended to J. A. Turner, whose paper describing this ctc system is abstracted; and to R. G. Ottman, editor, Southern Pacific Bulletin for furnishing information and pictures.



Brotherhood of Railroad Signalmen

THIS AGREEMENT, made this 29th day of January, 1975, by and between the participating carriers listed in Exhibit A attached hereto and hereby made a part hereof, and represented by the National Carriers' Conference Committee, and the employees shown thereon and represented by the Brotherhood of Railroad Signalmen, witnesseth:
IT IS HEREBY AGREED:

ARTICLE I—GENERAL WAGE INCREASES

Section 1—First General Wage Increase

Effective January 1, 1975, all hourly, daily, weekly, monthly and piece-work rates of pay in effect on December 31, 1974, for employees covered by this Agreement shall be increased in the amount of 10%, applied so as to give effect to this increase in pay irrespective of the method of payment.

Section 2—Second General Wage Increase

Effective October 1, 1975, all hourly, daily, weekly, monthly and piece-work rates of pay in effect on September 30, 1975, for employees covered by this Agreement shall be increased in the amount of 5%, applied so as to give effect to this increase in pay irrespective of the method of payment.

Section 3—Third General Wage Increase

Effective April 1, 1976, all hourly, daily, weekly, monthly and piece-work rates of pay in effect on March 31, 1976, for employees covered by this Agreement shall be increased in the amount of 3%, applied so as to give effect to this increase in pay irrespective of the method of payment. The amount of any cost-of-living allowance which may be in effect will not be included with basic rates in computing the amount of this increase.

Section 4—Fourth General Wage Increase

Effective July 1, 1977, all hourly, daily, weekly, monthly and piece-work rates of pay in effect on June 30, 1977, for employees covered by this Agreement shall be increased in the amount of 4%, applied so as to give effect to this increase in pay irrespective of the method of payment. The amount of any cost-of-living allowance which may remain in effect after a portion of the allowance has been incorporated into basic rates pursuant to Article II, Section 1(d), will not be included with basic rates in computing the amount of this increase.

Section 5—Application of Wage Increases

The increases provided for by Sections 1 through 4 above shall be applied as follows:

(a) **Hourly Rates**—Add the specified percent to the existing hourly rates of pay. Round the resulting hourly rates to the nearest whole cent: Fractions less than one-half cent shall be dropped, and fractions of one-half cent or more shall be increased to the nearest full cent.

(b) **Daily Rates**—Add the specified percent to the existing daily rates of pay.

(c) **Weekly Rates**—Add the specified percent to the existing weekly rates of pay.

(d) **Monthly Rates**—Add the specified percent to the existing monthly rates of pay.

(e) **Piece Work**—Adjustment of piece-work rates of pay shall be based on the amount of increase applicable to the basic hourly rate for the class of work performed. Where piece-work rates of pay are in effect on carriers having special rules as to the application of any increase, or decrease, in such rates, such rules shall apply.

(f) **Deductions**—Insofar as concerns deductions, which may be made from the rates resulting from the increases herein granted, under Section 3(m) of the Fair Labor Standards Act of 1938, they may continue to be made to the extent that such deductions were being legally made as of August 31, 1941.

(g) **Application of Wage Increases**—The increases in wages provided for in this Article I shall be computed in accordance with the wage or working conditions agreement in effect between each carrier and its employees represented by the Brotherhood of Railroad Signalmen, and in instances where fixed daily, weekly, or monthly rates are paid for all services rendered, the increases in wages shall be applied in such manner as will give effect to the number of hours used in fixing said rates and to the equivalent hours for special allowances included in said rates. Overtime hours will be computed in accordance with the individual schedules for all overtime hours paid for. Special allowances not included in said rates will not be increased.

(h) Wage rates resulting from the increases provided for in this Article I, and in section 1(d) of Article II, will not be reduced under Article II.

ARTICLE II—COST-OF-LIVING ADJUSTMENT

Section 1—Amounts and Effective Dates of Cost-of-Living Adjustments

(a) Cost-of-living adjustments will be determined from the "Consumer Price Index—United States city average for urban wage earners and clerical workers—All Items—Unadjusted" (1967=100) as published by the Bureau of Labor Statistics, U. S. Department of Labor, and herein-after referred to as the BLS Consumer Price Index. The first cost-of-living adjustment shall be made effective January 1, 1976 based on the BLS Consumer Price Index for September 1975 as compared with such index for March 1975. Further cost-of-living adjustments shall be made effective the first day of each sixth month thereafter based on the BLS Consumer Price Indexes for the respective months shown in the following table, as provided in paragraphs (f) and (g):

BLS Consumer Price Index for	Effective Date of Adjustment
September 1975	January 1, 1976
March 1976	July 1, 1976
September 1976	January 1, 1977
March 1977	July 1, 1977

(b) While a cost-of-living allowance is in effect, such cost-of-living allowance will apply to straight-time, overtime, vacations, and holidays, and to special allowances and arbitraries, in the same manner as basic wage adjustments have been applied in the past.

(c) The amount of the cost-of-living allowance, if any, which will be effective from one adjustment date to the next may be equal to, or greater or less than, the cost-of-living allowance in effect in the preceding adjustment period.

(d) (i) Effective December 31, 1976, 75% of the cost-of-living allowance then payable will be incorporated into basic rates of pay for all purposes, and the cost-of-living allowance will be reduced by 75%.

(ii) Effective June 30, 1977, the remainder of the cost-of-living allowance resulting from application of paragraph (d)(i), less the amount of any downward adjustment in the cost-of-living allowance effective January 1, 1977 by reason of a decline in the BLS Consumer Price Index, will be incorporated into basic rates of pay for all purposes, and the cost-of-living allowance will be reduced commensurately.

(iii) Effective December 31, 1977, 50% of the cost-of-living allowance then payable will be incorporated into basic rates of pay for all purposes, and the cost-of-living allowance will be reduced by 50%.

(e) The cumulative amount of the cost-of-living allowance which may be in effect at any time shall not exceed the maximum amount shown in the following table:

Adjustment Date	Maximum Cumulative Allowance
January 1, 1976	12 cents per hour
July 1, 1976	28 cents per hour
January 1, 1977	45 cents per hour, as adjusted by Note 1.
July 1, 1977	68 cents per hour, as adjusted by Note 2.

Note 1—Less 75 percent of the allowance which had been payable as of December 31, 1976 prior to application of paragraph (d) (i).

Note 2—Less the entire amount of the allowance payable as of December 31, 1976 which was incorporated into basic rates pursuant to paragraphs (d) (i) and (d) (ii).

(f) (i) The cost-of-living allowance effective January 1, 1976, July 1, 1976, and January 1, 1977 will be one cent per hour for each full four-tenths point by which the BLS Consumer Price Index for the respective month shown in the first column of paragraph (a) exceeds such index for March 1975, but will not be more than the maximum amount for the respective date shown in paragraph (e).

(ii) In determining the cost-of-living allowance effective January 1, 1977, there will be deducted from the amount determined under paragraph (f) (i) above 75% of the cost-of-living allowance which had been payable as of December 31, 1976 prior to application of paragraph (d) (i).

NOTE: As soon as the BLS Consumer Price Index for March 1975 becomes available, a table will be prepared showing the amount of the cost-of-living allowance, prior to the December 31, 1976 incorporation into basic rates of 75% of the allowance then payable, for each BLS Consumer Price Index figure.

(g) The cost-of-living allowance effective July 1, 1977 will be the allowance effective January 1, 1977, increased by 1¢ per hour for each full three-tenths point by which the BLS Consumer Price Index for March 1977 exceeds such Index for September 1976. If the BLS Consumer Price Index for March 1977 is less than such index for September 1976, the cost-of-living allowance effective July 1, 1977 will be the allowance effective January 1, 1977, reduced by one cent per hour for each full three-tenths point by which the BLS Consumer Price Index for March 1977 is less than such index for September 1976. If the amount of the cost-of-living allowance which became effective January 1, 1977 was limited by operation of the 45-cent maximum in paragraph (e) above, the increase or reduction will be applied to the amount of the cost-of-living allowance which would have become effective January 1, 1977 in the absence of such 45-cent maximum. In any event the cost-of-living allowance effective July 1, 1977 will not be more than 68 cents per hour less the entire amount of the allowance payable as of December 31, 1976 which was incorporated into basic rates pursuant to paragraphs (d) (i) and (d) (ii).

NOTE: As soon as the BLS Consumer Price Index for September 1976 becomes available, a table will be prepared showing the amount of the cost-of-living allowance for each BLS Consumer Price Index figure.

(h) Continuance of the cost-of-living adjustment is dependent upon the availability of the official monthly BLS Consumer Price Index in its present form and calculated on the same basis as the Index for March 1975, except that, if the Bureau of Labor Statistics, U. S. Department of Labor, should during the effective period of this Agreement revise or change the methods or basic data used in calculating the BLS Consumer Price Index in such a way as to affect the direct comparability of such revised or changed index with the index for March 1975 or the index for September 1976, then that Bureau shall be requested to furnish a conversion factor designed to adjust the revised index to the basis of the index(es) for March 1975 and/or September 1976, described in paragraph (a) of this Section 1.

Section 2—Application of Cost-of-Living Adjustments

In application of the cost-of-living adjustments provided for by Section 1 of this Article II, the cost-of-living allowance will not become part of basic rates of pay except as provided in Section 1(d). Such allowance will be applied as follows:

(a) **Hourly Rates**—Add the amount of the cost-of-living allowance to the hourly rate of pay produced

by application of Article I and by Section 1(d) of this Article II.

(b) **Daily Rates**—Determine the equivalent hourly rate by dividing the established daily rate by the number of hours comprehended by the daily rate. The amount of the cost-of-living allowance multiplied by the number of hours comprehended by the daily rate shall be added to the daily rate produced by application of Article I and by Section 1(d) of this Article II.

(c) **Weekly Rates**—Determine the equivalent hourly rate by dividing the established weekly rate by the number of hours comprehended by the weekly rate. The amount of the cost-of-living allowance multiplied by the number of hours comprehended by the weekly rate shall be added to the weekly rate produced by application of Article I and by Section 1(d) of this Article II.

(d) **Monthly Rates**—Determine the equivalent hourly rate by dividing the established monthly rate by the number of hours comprehended by the monthly rate. The amount of the cost-of-living allowance multiplied by the number of hours comprehended by the monthly rate shall be added to the monthly rate produced by application of Article I and by Section 1(d) of this Article II.

(e) **Piece Work**—Adjustment of piece-work rates of pay shall be based on the amount of increase applicable to the basic hourly rate for the class of work performed. Where piece-work rates of pay are in effect on carriers having special rules as to the application of any increase, or decrease, in such rates, such rules shall apply.

(f) **Minimum Daily Increases**—The increases in rates of pay produced by the cost-of-living allowances described in paragraphs (a) to (e), inclusive, shall be not less than eight times the applicable cost-of-living allowance per hour for each full time day of eight hours, required to be paid for by the rules agreement. In instances where under the existing rules agreement an employee is worked less than eight hours per day, the increase will be determined by the number of hours required to be paid for by the rules agreement.

(g) **Application of Wage Increases**—The increases in wages produced by application of the cost-of-living allowances shall be computed in accordance with the wage or working conditions agreement in effect between each carrier and its employees represented by the Brotherhood of Railroad Signalmen, and in instances where fixed daily, weekly, or monthly rates are paid for all services rendered, the cost-of-living allowances shall be applied in such manner as will give effect to the number of hours used in fixing said rates and to the equivalent hours for special allowances included in said rates. Overtime hours will be computed in accordance with the individual schedules for all overtime hours paid for. Special allowances not included in said rates will not be increased.

ARTICLE III—HOLIDAYS

In 1976, Christmas Eve (the day before Christmas is observed) will be added to the list of paid holidays for employees receiving holiday pay. Details of the holiday provision will be agreed upon by the parties by July 1, 1975.

ARTICLE IV—EMPLOYEE INFORMATION

Commencing June 1975, the carriers will provide each General Chairman with a list of employees who are hired or terminated, their home addresses, and Social Security numbers if available, otherwise the employees' identification numbers. This information will be limited to the employees covered by the collective bargaining agreement of the respective General Chairmen. The data will be supplied within 30 days after the month in which the employee is hired or terminated. Where railroads can not meet the 30-day requirement, the matter will be worked out with the General Chairman.

ARTICLE V—HEALTH AND WELFARE BENEFITS

Subject to the Letter of Understanding of January 29, 1975 (Attachment 1), the benefits now provided under Group Policy Contract GA-23000 are to be continued during the three-year period commencing January 1, 1975, the railroads to pay the premium cost offset by such amounts as may be available from the Special Account. Details of the Agreement covering the foregoing to be worked out by the parties by July 1, 1975.

ARTICLE VI—NATIONAL DENTAL PLAN

A National Dental Plan will be established to be effective March 1, 1976 with features as described in Memorandum identified as "Description of National Dental Plan" (Attachment 2). The plan will be established and administered as follows:

(a) The entire cost of the dental plan will be borne by the railroads.

(b) The railroads and the unions will jointly invite insurers to submit proposals, and will select the insurer which submits the most favorable proposal to issue an insurance contract to the railroads as the policyholder.

(c) The insurer will furnish financial data, statistical and actuarial reports, and claim experience information to the unions in the same detail and at the same time that it furnishes such data to the railroads.

(d) Any dividends or retroactive rate refunds or credits will be paid into a special fund established for such purpose, to be held by the insurer. Withdrawals may be made from such fund only to provide dental care benefits to employees unless otherwise agreed to.

(e) No notices relating to dental benefits or the financing thereof shall be served prior to January 1, 1977 (not to become effective before January 1, 1978). If no agreement thereon is reached prior to January 1, 1978 the railroads parties to this Agreement will continue payments to the insurer of the dental plan at the rates previously established as the premium rates under such plan until the payment rates are changed or modified under the provisions of the Railway Labor Act, and the policyholder railroads will make arrangements to provide such benefits as can be financed from such payments.

ARTICLE VII—NATIONAL HEALTH LEGISLATION

In the event that national health legislation is enacted during the three-year period commencing January 1, 1975, benefits and payments will be integrated so as to avoid duplication, and any savings resulting from such integration will be credited to the Special Account maintained in connection with the health and welfare plan or to the special fund referred to in Article VI (d), or will be apportioned between such Account and such fund, according to the source of such savings.

ARTICLE VIII—GENERAL PROVISIONS

Section 1—Court Approval

This Agreement is subject to approval of the courts with respect to participating carriers in the hands of receivers or trustees.*

Section 2—Effect of this Agreement

(a) This Agreement is in settlement of the dispute growing out of notices served on the Carriers listed in Exhibit A on or about July 15, 1974 (Wage-Fringe Benefit Notice) and August 1, 1974 (Health and Welfare), and shall be construed as a separate agreement by and on behalf of each said carriers and its employees represented by the organization signatory hereto, and shall remain in effect through December 31, 1977, and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

(b) Except as provided in paragraphs (c), (d), and (e), no party to this Agreement shall serve, prior to January 1, 1977 (not to become effective before January 1, 1978), any notice or proposal for the purpose of changing the subject matter of the provisions of this Agreement or which relates to the subject matter of the provisions of this Agreement or the notices specified in paragraph (a) above, and any proposals in pending notices relating to such subject matters are hereby withdrawn.

(c) During the term of this Agreement, pending proposals covering the following subject matters need not be withdrawn and new proposals covering such subject matters may be served, and such pending or new proposals may be handled on a local basis within, but not beyond, the specific procedures for peacefully resolving disputes which are provided for in the Railway Labor Act, as amended:

Travel time and travel expenses
Apprentice training
Consolidation of working agreements on merged properties
Meal period assignments

(d) If a carrier party hereto proposes a merger or coordination or a major technological change, the organization may, in relation thereto, serve and progress proposals for changes in rates of pay on an individual position basis based upon increased duties and/or responsibilities by reason of such contemplated merger, co-ordination or major technological change.

Note: For purposes of this Agreement, a "major technological change" is one involving 5 or more employees subject to the pay provisions of the collective bargaining agreement between an individual railroad and the organization party to this Agreement.

(e) Proposals dealing with the following subjects are excepted from the provisions of this Article:

Supplemental sickness benefits
Reprinting of agreements

(f) During the term of this Agreement, pending proposals covering subject matters not specifically dealt with in paragraphs (a), (b), (c) and (d) of this Article need not be withdrawn and new proposals covering such subject matters may be served, and such pending or new proposals may be progressed within, but not beyond, the specific procedures for peacefully resolving disputes which are provided for in the Railway Labor Act, as amended.

(g) Where a notice is properly served pursuant to paragraphs (c) or (f) of this Article and arbitration is proffered by the National Mediation Board, such arbitration shall be held at the request of the organization on any proposal in the notice which is essentially local in character and is not a significant cost item to the carrier and on any reasonable (but not necessarily related) counter proposal served by the carrier for concurrent handling.

Where the organization has requested arbitration and there is a dispute as to whether a proposal or a counter proposal is properly served or meets the applicable foregoing criteria for arbitration, such dispute shall be referred to a committee comprised of an equal number of representatives appointed by the National Carriers' Conference Committee and the Organization, plus a neutral member if needed, which will determine the matters in dispute.

If the parties are unable to select a neutral member to serve with the committee, either party may request the National Mediation Board to appoint such neutral member. The salary and expenses of the neutral will be paid in accordance with existing law.

If the committee determines the proposal and counter proposal, if any, to be arbitrable, such proposal or proposals will be disposed of on the property of the particular carrier under the arbitration provisions of the Railway Labor Act.

(h) This Article will not bar management and committees on individual railroads from agreeing upon any subject of mutual interest.

SIGNED AT WASHINGTON, D. C. THIS 29th DAY OF JANUARY, 1975.

For the employees represented by the Brotherhood of Railroad Signalmen:

/s/ C. J. CHAMBERLAIN, President
/s/ R. T. BATES, Secretary-Treasurer
/s/ C. S. CHANDLER, Vice-President
/s/ MELVIN B. FRYE, Vice-President

* With respect to the Penn Central Transportation Company, the power of attorney to the National Carriers' Conference Committee was conditioned upon the right of the trustees to approve the agreement, and the trustees have so approved.

/s/ J. T. BASS, Vice-President
/s/ W. W. ALTUS, JR., Vice-President
/s/ J. W. WALSH, JR., Vice-President
/s/ JOHN E. PLATT, Vice-President
/s/ W. D. BEST, Vice-President
For the participating carriers listed in exhibit A:
/s/ W. H. DEMPSEY, Chairman
/s/ C. A. BALL
/s/ T. C. DE BUTTS
/s/ G. L. FARR
/s/ J. R. JONES
/s/ G. H. GILMER, JR.
/s/ J. J. MAHER
/s/ C. E. MERVINE, JR.
/s/ EARL OLIVER
/s/ GEORGE S. PAUL
/s/ B. G. UPTON

ATTACHMENT 1

NATIONAL RAILWAY LABOR CONFERENCE

WILLIAM H. DEMPSEY, Chairman

January 29, 1975

Messrs. C. J. Chamberlain, President
Brotherhood of Railroad Signalmen
H. C. Crotty, President
Brotherhood of Maintenance of Way Employes
Al H. Chesser, President
United Transportation Union
J. W. O'Brien, General Vice President
Sheet Metal Workers' International Association

Gentlemen:

As I indicated during our recent discussions respecting health and welfare and related matters, while the carriers are prepared to continue the present benefits provided under Group Policy Contract GA-23000 for a three-year period commencing January 1, 1975, that willingness is conditioned upon the policyholder labor organizations' agreeing to certain changes designed to avoid unnecessary expense without affecting the benefits to the employees or participation of the organizations in the administration of this program.

The changes are:

1. Agreement by the organizations to expeditious use of the amounts in the Special Account to offset premium payments, with the objective of maintaining the necessary balance in the Account consistent with the assurance of continued Medicare premium payments.
2. Agreement in principle to adoption of a premium-plus-account approach to funding GA-23000, provided that further thorough exploration confirms the advice given us jointly by Travelers that the interests of the Policyholder will not be adversely affected.
3. Inclusion of a subrogation provision similar to that included in the supplemental sickness benefits agreements between the carriers and the Signalmen's, Sheet Metal Workers' and Maintenance of Way organizations.

What we have in mind, as a typical case, is this: An employee is injured on duty. He sues the employer for $10,000, and includes in his claim $1,000 of medical expenses which have already been paid under GA-23000. If he wins the suit, he should collect $9,000, not $10,000, for otherwise he would be collecting twice for the same thing.

Our understanding is that, in light of the terms agreed to by the carriers in our Memorandum of Understanding dated January 21, 1975, on behalf of your organizations you do not object to these changes, but that you do not purport to speak for any other organizations.

If you concur, would you please sign below.

Yours very truly,
/s/ WILLIAM H. DEMPSEY
William H. Dempsey

/s/ C. J. CHAMBERLAIN
/s/ H. C. CROTTY
/s/ AL H. CHESSER
/s/ J. W. O'BRIEN

ATTACHMENT 2

DESCRIPTION OF NATIONAL DENTAL PLAN

EFFECTIVE DATE—March 1, 1976

ELIGIBILITY

Employee—An employee of a railroad who is eligible for employee or dependent coverage under GA-23000, provided he has completed one year of service with the railroad.

Dependent—**For other than orthodontia,** the spouse and children of a covered employee, as they are defined in GA-23000 (i.e. unmarried children under age 19, between 19 and 25 if in school, or over 19 if physically or mentally incapacitated).

For orthodontia, unmarried children under age 19.

INDIVIDUAL TERMINATION OF INSURANCE

Upon termination of railroad service; i.e., no special extensions such as those for furloughed or disabled employees as provided under GA-23000.

BENEFITS FOR OTHER THAN ORTHODONTIA

What is Payable—The plan pays the dentist's charges for covered expenses on the following basis:

75% Group A—Preventive and Basic Services and Emergency Visits
50% Group B—Prosthetic Services, including Crowns and Gold Restorations

Deductible—$50 per individual for each calendar year.

Maximum—The maximum benefit for each calendar year is $500. This maximum applies separately to each insured family member.

What Dental Expenses are Covered—The plan covers charges up to those made by most dentists in the area for the services and supplies described in the following section.

What Dental Services are Covered—The plan covers the following services and supplies, for which a charge is made by a dentist or physician, that are required in connection with the dental care and treatment of any disease or defect. In addition, the plan covers certain preventive services.

GROUP A—Preventive and Basic Services and Emergency Visits

(1) **Oral Examinations and Prophylaxis**
Routine oral examination and prophylaxis (scaling and cleaning of teeth), but not more than once for each covered person during any period of six (6) consecutive months.

(2) **Fluoride Treatment**
The plan covers a fluoride treatment once each calendar year for children.

(3) **Space Maintainers**
The plan covers all space maintainers.

(4) **Emergency Visits**
Emergency palliative treatment.

(5) **X-rays**
Dental x-rays, including full mouth x-rays (but not more than once in any period of thirty-six (36) consecutive months), supplementary bitewing x-rays (but not more than once in any period of six (6) consecutive months) and such other dental x-rays as are required in connection with the diagnosis of a specific condition requiring treatment.

(6) **Extractions**
The plan covers all extractions. Allowances for extraction include routine post-operative care.

(7) **Oral Surgery**
The plan covers all necessary oral surgery. Allowances include routine post-operative care.

(8) **Fillings**
The plan covers amalgam, acrylic, synthetic porcelain and composite fillings that are necessary to restore the structure of teeth that have been broken down by decay.

(9) **General Anesthetic**
The plan covers a separate charge for general anesthetic in conjunction with oral surgery and periodontics.

(10) **Treatment of Gum Disease**
The plan covers necessary periodontic treatment of the gums and supporting structure of the teeth.

(11) **Endodontic Treatment**
The plan covers endodontic treatment, including root canal therapy.

(12) **Drugs**
The plan covers charges for injectable antibiotics administered by a dentist or physician.

(13) **Repair and Rebasing**
Repair or recementing of crowns, inlays, onlays, bridgework or dentures; or relining or rebasing of dentures more than six (6) months after the installation of an initial or replacement denture, but not more than one relining or rebasing in any period of thirty-six (36) consecutive months. If the plan pays for a new denture it will not also cover the repair of rebasing of the old denture.

GROUP B—Prosthetic Services

(1) **Initial Installation**
The plan covers initial installation of fixed bridgework, including inlays and crowns used as abutments, and partial or full removable dentures (including any adjustments during the six (6) month period following installation).

(2) **Replacement of Existing Prosthetic Appliances**
The plan covers replacement of an existing partial or full removable denture or fixed bridgework by a new denture or by new bridgework, or the addition of teeth to an existing partial removable denture or to bridgework, but only if satisfactory evidence is presented that:
(a) The replacement or addition of teeth is required to replace one or more teeth extracted after the existing denture or bridgework was installed, or
(b) The existing denture or bridgework cannot be made serviceable and is more than 5 years old, or
(c) The existing denture is an immediate temporary denture which cannot be made permanent and replacement by a permanent denture takes place within twelve (12) months from the date of initial installation of the immediate temporary denture. When a permanent denture replaces an immediate temporary denture for which benefits were provided under this plan, the allowance for both appliances will be limited to the maximum benefit for a permanent denture.

(3) **Crowns and Gold Restorations**
The plan covers crowns, inlays, onlays and gold fillings that are necessary to restore the structure of teeth that have been broken down by decay, provided the tooth cannot be reconstructed by an amalgam, acrylic, synthetic porcelain or composite filling.

Benefit Determination—The plan covers treatment performed while insured. Treatment will be considered to have been performed when the service is actually rendered, except as specified for the following procedures:
(a) Dentures, Full or Partial—when the impression is taken for the appliances.
(b) Fixed bridgework, crowns and gold restorations—when the tooth is first prepared.
(c) Endodontics, including root canal therapy—when the tooth is opened.

Extended Benefits—For the procedures listed under Benefit Determination, benefit payments will be made for treatment performed while insured with respect to services rendered within 30 days following termination of insurance.

Dental Charges Not Covered—Covered Dental Expenses do not include and no benefits are payable for:
. . . Charges for services for which benefits are otherwise provided under surgical and major medical coverage under Group Policy Contract GA-23000.
. . . Charges for treatment by other than a legally licensed dentist or physician, except that scaling or cleaning of teeth and topical application of fluoride may be performed by a licensed dental hygienist if the treatment is rendered under the supervision and guidance of the dentist.

. . . Charges for veneers or similar properties of crowns and pontics placed on or replacing teeth, other than the ten upper and lower anterior teeth.
. . . Charges for services or supplies that are cosmetic in nature, including charges for personalization or characterization of dentures, specialized techniques, or precision attachments.
. . . Charges for the replacement of a lost, missing, or stolen prosthetic device.
. . . Charges for appliances or procedures to increase vertical dimension or occlusion.
. . . Charges for orthodontic diagnostic procedures and treatment, including appliance therapy, surgical therapy and functional or myofunctional therapy.
. . . Charges for services or supplies which are compensable under a Workmen's Compensation or Employer's Liability Law.
. . . Charges for services rendered through a medical department, clinic, or similar facility provided or maintained by the patient's employer.
. . . Charges for services or supplies for which no charge is made that the employee is legally obligated to pay or for which no charge would be be made in the absence of dental expense coverage.
. . . Charges for services or supplies which do not meet or are not necessary according to accepted standards of dental practice, including charges for services or supplies which are experimental in nature.
. . . Charges for services or supplies received as a result of dental disease, defect or injury due to an act of war, declared or undeclared.
. . . Charges for any services to the extent for which benefits are payable under any health care program supported in whole or in part by funds of the federal government or any state or political subdivision thereof.
. . . Charges for education or training and supplies used for personal oral hygiene or dental plaque control, or dietary or nutritional counseling.
. . . Charges for implantology.
. . . Charges for sealants.
. . . Charges for failure to keep a scheduled visit with the dentist or hygienist.
. . . Charges for the completion of any forms.

Optional Treatment—Occasionally, a patient may select a more expensive procedure rather than a suitable alternate procedure. In such case, plan benefits will be paid on the basis of a less expensive procedure that is consistent with good dental care.

Co-ordination of Benefits—If the individual is eligible to receive dental benefits under another program, coordination of benefits will be applied between the two with respect to dental charges.

BENEFITS FOR ORTHODONTIA

What Is Payable—The plan pays the dentist's charge at 50% of covered orthodontic expenses up to a lifetime maximum amount payable of $500 for each child under 19 years of age.

Covered Orthodontic Treatment—The plan covers orthodontic treatment that is required to correct malposed teeth, and which begins while the child is covered by the plan. Treatment consists of appliance therapy, surgical therapy, functional and myofunctional therapy, and includes related diagnostic procedures, surgery and extractions performed by a dentist.

Payment Sequence—The sequence of payments for orthodontic services is determined in the following manner. If the dentist estimates that active treatment will continue for two or more years, then the total benefit is divided into eight equal portions. The first portion will be payable when the orthodontic appliance is installed and subsequent installments will be payable at 90 day intervals until the maximum has been paid or until insurance terminates. If the estimated course of treatment is less than two years, the total charge is divided into portions so as to make payments at 90 day intervals, beginning with the date the appliance is inserted.

Orthodontic benefits will be payable while treatment continues provided insurance remains in force with respect to the individual. Benefits will be payable provided the individual is covered at the beginning of the 90 day interval. Orthodontic coverage will terminate at the end of the quarter during which the child attains his 19th birthday.

If an employee's insurance is terminated and he subsequently again becomes insured, he will be entitled to any unpaid remainder of the original payable benefit, as long as active orthodontic treatment is continued. Such remainder will be payable at 90 day intervals calculated in accordance with the original payment sequence.

Orthodontic Charges Not Covered—Since it is contemplated this plan would be written in conjunction with a plan covering other dental services, the appropriate exclusions set forth in the description of such plan would also apply to this plan.

Co-ordination of Benefits—If the individual is eligible to receive orthodontic benefits under another program, co-ordination of benefits will be applied between the two with respect to orthodontic charges.

EXHIBIT A

Railroads represented by the National Carriers' Conference Committee in connection with notices, dated on or about July 15, 1974, served upon various railroads by the General Chairmen, or other recognized representatives, of the Brotherhood of Railroad Signalmen requesting wage increases and rules changes as specified in Attachments "A" and "B" thereto, and in connection with notices, dated on or about August 1, 1974, served by the General Chairmen, or other recognized representatives, of the Brotherhood of Railroad Signalmen pertaining to hospital, surgical and medical benefits (including dental benefits) and group life insurance, as set forth in Attachment "A" thereto.

This authorization is co-extensive with notices filed and with provisions of current schedule agreements applicable to the employees represented by the Brotherhood of Railroad Signalmen.

Note:—This authorization is subject to the stipulation contained in Letter of Understanding dated August 19, 1960.

Akron, Canton & Youngstown Railroad Company
Alton & Southern Railway Company
* Ann Arbor Railroad Company
Atchison, Topeka and Santa Fe Railway Company
Atlanta and West Point Rail Road Company—TheWestern Railway of Alabama

Baltimore and Ohio Railroad Company
Baltimore and Ohio Chicago Terminal Railroad Company
Bangor and Aroostook Railroad Company
Belt Railway Company of Chicago
Bessemer and Lake Erie Railroad Company
* Boston and Maine Corporation
Boston Terminal Corporation
Burlington Northern, Inc.

Canadian Pacific Limited
Central of Georgia Railroad Company
* Central Railroad Company of New Jersey
New York & Long Branch Railroad Company
Central Vermont Railway, Inc.
Chesapeake and Ohio Railway Company
Chicago & Eastern Illinois Railroad Company
Chicago & Illinois Midland Railway Company
Chicago and North Western Transportation Company
Chicago and Western Indiana Railroad Company
Chicago, Milwaukee, St. Paul and Pacific Railroad Company
Chicago, Rock Island and Pacific Railroad Company
Clinchfield Railroad Company
Colorado and Southern Railway Company

Dayton Union Railway Company
Delaware and Hudson Railway Company
Denver and Rio Grande Western Railroad Company
Denver Union Terminal Railway Company
Detroit and Toledo Shore Line Railroad
Detroit, Toledo and Ironton Railroad Company
Duluth, Winnipeg and Pacific Railway Company

Elgin, Joliet and Eastern Railway Company
* Erie Lackawanna Railway Company

Fort Worth and Denver Railway Company

Georgia Railroad
Grand Trunk Western Railroad Company
Green Bay & Western Railroad Company

Houston Belt & Terminal Railway Company

Illinois Central Gulf Railroad Company
Indiana Harbor Belt Railroad Company
Indianapolis Union Railway Company

Joint Texas Division of the CRI&P RR. and FW&D Railway

Kansas City Southern Railway Company
Louisiana & Arkansas Railway Company
Kansas City Terminal Railway Company
Kentucky & Indiana Terminal Railroad Company
* Lehigh and Hudson River Railway Company
* Lehigh Valley Railroad
Louisville and Nashville Railroad Company

Maine Central Railroad Company
Portland Terminal Company
1—Missouri-Kansas-Texas Railroad Company
Missouri Pacific Railroad Company
Monongahela Railway Company
New Orleans Public Belt Railroad
New Orleans Union Passenger Terminal
New York, Susquehanna and Western Railroad Company
Norfolk and Western Railway Company

** 2—Penn Central Transportation Company
Pennsylvania-Reading Seashore Lines
Peoria and Pekin Union Railway Company
* Reading Company
Richmond, Fredericksburg and Potomac Railroad Company

3—St. Louis-San Francisco Railway Company
St. Louis Southwestern Railway Company
Seaboard Coast Line Railroad Company
Soo Line Railroad Company
4—Southern Pacific Transportation Company (Pacific Lines and Texas and Louisiana Lines)
Southern Railway Company
Alabama Great Southern Railroad Company
Cincinnati, New Orleans and Texas Pacific Railway Company
Georgia Southern and Florida Railway Co.
New Orleans Terminal Company
St. Johns River Terminal Company
Staten Island Railroad Corporation

Terminal Railroad Association of St. Louis
Texas and Pacific Railway Company
Texas Pacific-Missouri Pacific Terminal Railroad of New Orleans
Toledo, Peoria and Western Railroad Company
Union Pacific Railroad Company
@ Union Railroad (Pittsburgh)
Washington Terminal Company
Western Maryland Railway Company
Western Pacific Railroad Company

NOTES:—

*—Subject to the approval of the Courts.

**—Subject to the approval of the Trustees of the Property and to the approval of the Courts. The Trustees have approved.

Authorization covers negotiation of the organization's August 1, 1974 notice, only.

@ Authorization covers negotiation's July 15, 1974 notice, only.

1—Authorization excludes any issue involving the right of employees, or the organization, to uni-

laterally withdraw from a hospital association in favor of GA-23000 coverage.

2—Authorization excludes negotiation of Section XII—Revision of Protective Agreements—contained in Attachment "B" of the organization's notice dated July 15, 1974.

3—Authorization excludes the AT&N and NEO Districts.

4—Authorization includes the former Pacific Electric Railway Company.

FOR THE CARRIERS:

W. H. Dempsey

FOR THE
BROTHERHOOD OF RAILROAD SIGNALMEN:

C. J. Chamberlain

Washington, D. C.
January 29, 1975

NATIONAL RAILWAY LABOR CONFERENCE

WILLIAM H. DEMPSEY, Chairman

January 29, 1975

Mr. C. J. Chamberlain, President
Brotherhood of Railroad Signalmen
Dear Mr. Chamberlain:

This records our understanding that in situations in which a monthly-rated signal mechanic is required to work on days or during hours not comprehended by his monthly rate, the rate paid him for such work will be not less than the minimum mechanics' overtime rate, and that a monthly rated lead signalman paid overtime under such circumstances will be compensated at not less than the minimum overtime rate paid hourly rated lead signalmen.

Will you please confirm this understanding by signing a copy of this letter.

Very truly yours,
/s/ W. H. Dempsey

CONFIRMED:
/s/ C. J. Chamberlain

NATIONAL RAILWAY LABOR CONFERENCE

WILLIAM H. DEMPSEY, Chairman

January 29, 1975

Mr. C. J. Chamberlain, President
Brotherhood of Railroad Signalmen
Dear Mr. Chamberlain:

This is to confirm our understanding with respect to Article IV of our Agreement of January 29, 1975, that the railroads will mail to you a copy of the same information they supply to the general chairmen. Should practical difficulties arise for any railroad in so furnishing you with such copies, the matter will be worked out between the railroad and you.

Will you please indicate your confirmation by signing a copy of this letter.

Very truly yours,
/s/ W. H. Dempsey

CONFIRMED:
/s/ C. J. Chamberlain

NATIONAL RAILWAY LABOR CONFERENCE

WILLIAM H. DEMPSEY, Chairman

January 29, 1975

Mr. Charles J. Chamberlain
President
Brotherhood of Railroad Signalmen
Dear Mr. Chamberlain:

During negotiation of the Agreement of January 29, 1975 we discussed the possibility that notices that could be served pursuant to Section 2 of Article VIII might be subject to existing moratoriums on the individual properties. This records our understanding that in such situations the notices could not be served until the expiration of the local moratorium.

Will you please confirm this understanding by signing a copy of this letter.

Very truly yours,
/s/ W. H. Dempsey

CONFIRMED:
/s/ C. J. Chamberlain

under age 65 who meet the quarters-of-coverage requirements and disability standards incorporated in the Railroad Retirement Act and the Social Security Act, certain disabled widows or widowers, certain disabled children and people under age 65 suffering from chronic kidney disease requiring hemodialysis or a kidney transplant who meet the eligibility requirements set forth in the Acts. In addition, Part A coverage was also extended on a voluntary enrollment basis to individuals age 65 and over who, prior to the amendments, did not qualify for Hospital Insurance Benefits by virtue of personal entitlement or as the dependent of a covered person. To obtain this coverage, however, the individual must also enroll for Part B benefits if he has not previously enrolled under Part B.

Under Medicare

Inasmuch as Group Policy Contract GA-23000 issued by The Travelers Insurance Company to provide the benefits incorporated in the Railway Labor Organizations National Group Insurance Plan provides that benefits available under Medicare will be deducted from the amounts payable under GA-23000 as to any employee or dependent who is "Eligible Under Medicare," it is imperative that such employee or dependent enroll for Medicare coverage in order to obtain maximum benefits under the Health and Welfare Plan and Medicare combined. This deduction will be made irrespective of whether or not the eligible employee or dependent actually enrolls under Medicare, pays the premium required by the Medicare Act and thereby actually receives the Medicare benefits. This provision was included in GA-23000 to assure that an employee or dependent who is covered by GA-23000 and is also eligible under Medicare may receive the same in total benefits, under a combination of Medicare and GA-23000, as a person who is not eligible under Medicare can receive under GA-23000 alone.

Enrollment is automatic under both Part A and Part B of Medicare for any person on Railroad Retirement or Social Security benefits rolls. All other persons must enroll for Part B benefits and those individuals 65 years of age and over who became entitled to voluntary enrollment for Part A (Hospital Insurance) on or after July 1, 1973 must take the necessary steps to enroll and pay the required monthly premiums which are currently $6.70 monthly for Part B (Medical Insurance) and $36.00 monthly for Part A (Hospital Insurance) coverage. It should be noted that the premium for Part A coverage will increase to $40.00 monthly per person effective July 1, 1975. If an individual is working as he approaches age 65 or if he requires hemodialysis, he should contact the nearest district office of the Railroad Retirement Board and file an application for Medicare coverage at the earliest opportunity so that no coverage may be lost. Individuals who do not enroll on time may enroll in any general enrollment period. These periods run from January through March of each year, with coverage effective on the following July 1. The limitation to the general enrollment period applies to any person who has failed to enroll on a timely basis for Part B coverage. The spouse of a non-qualified railroad annuitant who enrolls for Part B coverage at age 65 but waives rights to Part A coverage at that time may later request the Railroad Retirement Board to establish such coverage with benefits to be made effective as of the first day of any month following attainment of age 65, but not more than twelve months prior to the date of request. Specific information on this point must be obtained from a Railroad Retirement Board office.

Arrange Payment

Employees and dependents who are eligible under Medicare and covered by the basic health insurance benefits of GA-23000 may arrange for payment of the required Medicare premium payments from funds maintained in connection with GA-23000. For an employee or a dependent whose insurance is continued under the disability provisions of The Travelers contract, basic benefit coverage extends through the calendar year following the year in which the employee last rendered compensated service or received vacation pay. For employees of hospital association railroads, the Medicare premium payments are reimbursable from GA-23000 funds only with respect to dependents of insured employees. When an eligible employee insured under GA-23000 qualifies for Early Retirement under the Railroad Retirement Act, he may, by making application to the Railroad Retirement Board, establish his rights to an annuity even though he continues in active employment with the railroad. This action will entitle his dependent spouse age 65 or over to Part A coverage without further premium payment.

During the period Medicare premium payments are required, the same procedures for authorizing Travelers to pay the Medicare premiums as are now in effect for other employees and dependents covered by Medicare, as described in the yellow pages of the GA-23000 employee booklet, should be followed by an employee for himself or any dependent covered by GA-23000 who is eligible for Medicare benefits under the July 1, 1973 amendments to the Medicare Act. This requires taking the premium notices to the employee's employing officer who will certify coverage under GA-23000 and forward the form to The Travelers for reimbursement.

If an individual's Medicare premium is being paid directly by the employee, the Travelers Request For Refund Of Premiums form (GI-46609 REV. 3-74) should be completed by the employee, certified by his employing officer, and forwarded to The Travelers.

If an individual's Medicare premium is being deducted from his monthly disability payments, the Travelers Request For Refund form (GI-46965 REV. 2-69) should be completed by the employee, certified by his employing officer, and forwarded to The Travelers.

Since the current enrollment period ends March 31, 1975, any person eligible for Medicare and not now enrolled should take immediate steps to obtain coverage under both Part A and Part B and avoid loss of benefits. If there is any question as to the required forms or procedures, contact the nearest Group Department representative of The Travelers Insurance Company or a representative of the Railroad Retirement Board.

We, the unwilling,
Led by the unknowing,
Are doing the impossible
For the ungrateful.

Personal Aids and News

R. T. Bates, Sec-Treas. reports on supplemental annuities

Supplemental annuities have been paid under the Railroad Retirement Act since 1966. The Railroad Retirement Act of 1974 changed some of the provisions of the supplemental annuity program effective January 1, 1975.

The following questions and answers illustrate the more important features of the supplemental annuity program and reflect the changes in the program effective in 1975.

(1) What are the new age requirements for supplemental annuities?

Effective January 1, 1975, an employee with 30 years of service whose regular railroad retirement annuity begins after June 30, 1974, can receive a supplemental annuity as early as age 60. Under previous law, no supplemental annuity was payable until age 65.

However, employees who retired before July 1, 1974, and those with less than 30 years of railroad service must still be age 65, as in the past, before they can receive a supplemental annuity.

(2) What are the other requirements for supplemental annuities?

You must have a minimum of 25 years (294 months) of creditable railroad service, and have a current connection with the railroad industry on your regular annuity beginning date. Also, your regular annuity must have been awarded after June 30, 1966, and you must permanently discontinue all railroad work by your closing date.

(3) What are the closing dates for supplemental annuities?

For individuals reaching 65 in 1975 and later years, their closing date is the last day of the month after the month in which they attain age 65.

Employees or retirees who perform any railroad employment, including work for a railroad union after their closing date, permanently lose their eligibility for a railroad retirement supplemental annuity.

(4) Are there any exceptions to a closing date? I will not be able to complete 25 years of service required for a supplemental annuity unless I work for a few months after my regular closing date, but I will meet all the other requirements.

Yes, in cases like yours. Employees who have at least 23 years (270 months) but less than 25 years (294 months) of railroad service can continue working beyond their closing date up to, but no later than the end of the month in which they attain the necessary minimum service (294 months). However, this exception does not apply if they are eligible, or become eligible in the meantime, for social security benefits.

Employees for whom this exception is made must stop railroad work by the end of the month in which they attain the necessary minimum service (294 months) to receive their supplemental annuities.

(5) Have the amounts of supplemental annuities changed?

Not really. Before 1975, a retiree's regular annuity was reduced when he received a supplemental annuity. Though the supplemental annuities ranged from $45 for 25 years of service to $70 for 30 years of service, the reduction in the regular annuity generally meant that the retiree had a net gain of only about $23 to $43. Under the new system, supplemental annuities awarded after 1974 range from $23 for 25 years of service to $43 for 30 years of service, but there is no offset in the regular annuity. Thus, there is no real change in the net amount.

(6) Will I receive one check for my regular annuity and another for my supplemental annuity?

Effective March 1, 1975, your supplemental annuity will be combined with your regular annuity in a single check.

(7) I am approaching retirement age but I only have 15 years of service and will not qualify for a supplemental annuity. Do I have to retire or stop railroad work by my closing date?

No. The closing date schedule is not compulsory and applies only to those otherwise eligible for or receiving supplemental annuities.

(8) My closing date is September 30, 1975. To get the supplemental annuity, must I actually retire by my closing date?

No. You must only be sure not to work for a railroad or railroad union after your closing date. But, you could lose your current connection, which is a requirement for a supplemental annuity, if you

(Please turn to page 22)

Moving? Let us know!

Please send your new address to:
The Signalman's Journal, 601 W. Golf Rd., Mt. Prospect, IL 60056

Name _____

Street or Box No. _____ **Apt. No.** _____

City _____ **State** _____ **Zip** _____

Lodge No. _____ **Certificate No.** _____

4-WHEELERS

PA&N Cont'd

members if you provide more than half their total support. If you shared the support with others, one of you can claim the exemption by agreement. You need to file a "Multiple Support Declaration." Such dependents must have less than $750 of gross *taxable* income (not social security and similar nontaxable receipts).

TAX PREPARERS: Be wary of tax services, such as small-loan companies, that advertise "instant refunds." This usually is a interest-bearing loan, sometimes at high costs.

Most people really can do their own returns if there are no complications. But if you use a tax service, note whether the minimum and average fees charged for each type of return are prominently posted in the office. Also get a copy of the return at time of preparation, and see that the preparer signs it as well as yourself.

JOB HUNT COSTS: Our recent statement that not only employment-agency fees but other costs of finding a job such as transportation, resumes, etc., are deductible, has brought requests for more clarification.

Reader D. B. writes: "You wrote that we could deduct transportation . . . The Internal Revenue Service office here said no, only agency fees are deductible. The shop I worked for in Wisconsin closed and I caught a bus to Denver and put in my application at another shop and got a job."

We checked with the Internal Revenue Service main office in Washington. A spokesman said that transportation costs are deductible if the job interview is successful. There may be a gray area or question about whether you actually moved to your new location first. But you may have an argument for reconsidering the local IRS man's statement.

Mrs. G. M. L. writes: "I was told by the IRS office that the only expense that could be deducted was if you actually secured a job through an agency, then that fee could be deducted but absolutely not anything else spent on job hunting."

Judging from my information and various authorities, that statement from your local IRS man may be too strong. First of all, an IRS spokesman in Washington says that transportation expenses also may be deductible (see above). Resume expenses are a gray area with the issue still unresolved, he said. The J. K. Lasser Institute says that in a number of cases, the Tax Court has allowed deductions for job counseling and agency fees even when jobs were not secured. Lasser also says: "Current Treasury policy is not to contest in court the deduction of agency fees in an unsuccessful attempt at placement. The issue is no longer on its list of prime issues . . ."

I consulted the IRS on this and other questions on which the Tax Court ruled in favor of job-hunt deductions opposed by the IRS. A spokesman said that the IRS has not changed its position yet but "is studying it."

The Tax Court has overruled the IRS on a number of interesting cases. In one case the court allowed a deduction for an agency fee even when the employee decided to stay with his present employer after he received another offer.

In recent years the IRS has shown increasing understanding for the problems of wage-earner taxpayers, as demonstrated by its ruling two years ago that finance charges on installment purchases are fully deductible without regard to the previous 6% limitation.

Now we hope that the IRS will publicly agree with the Tax Court decision, and accept without question legitimate expenses of hunting for a job, even if they put a ceiling on such deductions.

STRIKE BENEFIT: Reader H. H. F. asks if you have to report strike benefits on your tax return. He says, "No one here seems to know for sure."

There have been a number of court contests on this issue. The general policy seems to be that benefits based on individual need, with no conditions of strike duty required, are likely to be considered "gifts," and thus need not be reported as income. This would be true even though you did some voluntary picketing.

But if payments are based on your wage scale and are paid on the condition that you be active in the strike, they may be considered taxable income. A key question, although not the only one, is whether

(Please turn to page 26)

HOW TO GET THE LATEST

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Editor, Railway System Controls,
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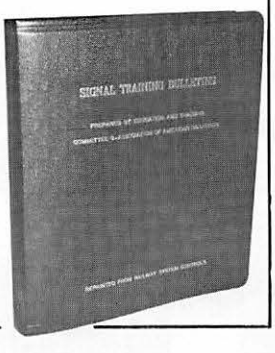

Personal Aids and News

R. T. Bates, Sec-Treas. reports on supplemental annuities

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No. The closing date schedule is not compulsory and applies only to those otherwise eligible for or receiving supplemental annuities.

(8) My closing date is September 30, 1975. To get the supplemental annuity, must I actually retire by my closing date?

No. You must only be sure not to work for a railroad or railroad union after your closing date. But, you could lose your current connection, which is a requirement for a supplemental annuity, if you

(Please turn to page 22)

Moving? Let us know!

Please send your new address to:
The Signalman's Journal, 601 W. Golf Rd., Mt. Prospect, IL 60056

Name _____

Street or Box No. _____ **Apt. No.** _____

City _____ **State** _____ **Zip** _____

Lodge No. _____ **Certificate No.** _____

PA&N Cont'd

work for a company other than a railroad after you leave the railroad industry, depending on how long you work in such employment. If you are planning other employment, it is suggested that you visit the nearest Board office for information in regard to its possible effects on your current connection.

(9) Can the receipt of vacation pay after closing date affect a retiring employee's eligibility for a supplemental annuity?

No. While railroad vacation pay can generally be used as a credit for a month or months of service when it is to the employee's advantage, it would be credited to the last day he actually works when a closing date is involved.

(10) Is it true that you attain your age for purposes of railroad retirement and certain other legal matters on the day before your birthday?

Yes, for example, if an individual's 65th birthday is on August 1, 1975, he actually attains age 65 on July 31, 1975, and his closing date would be August 31, 1975. If he was born on any other day in August, his closing date would be the last day of September.

(11) There are conflicts in various records of my age. How can I be sure of my closing date?

This situation is not uncommon. THE BOARD SUGGESTS THAT EMPLOYEES AGE 62 OR OLDER CONTACT THE NEAREST BOARD OFFICE FOR HELP IN ESTABLISHING PROOF OF THEIR AGE. This will prevent the possibility of their losing a supplemental annuity through miscalculation. Adequate proof of age is also important for purposes of Medicare coverage. You can find the address and telephone number in the telephone directory under U.S. Government, Railroad Retirement Board, or by asking at your post office.

(12) Is a Railroad Retirement Act supplemental annuity subject to federal income tax?

Yes. Each year, before March 1st, the Board will send you a form G-1099 showing the amount of supplemental annuity paid to you during the preceding calendar year. You report the amount shown on the form G-1099 on your federal income tax return.

(13) Is my supplemental annuity subject to state income taxes?

It is the position of the Board's Bureau of Law that these benefits are not subject to state income taxes.

(14) Are regular railroad retirement annuities subject to income taxes?

No, regular railroad retirement and survivor benefits are not subject to income tax; neither are unemployment and sickness benefits paid by the U.S. Railroad Retirement Board subject to tax.

(15) Do employees pay a railroad retirement payroll tax to support the supplemental annuity program?

No. This benefit, like railroad unemployment and sickness benefits, is financed by taxes on employers only.

It's tax time

By Sidney Margolius

If you itemize deductions on your federal tax return in lieu of taking a standard allowance, contributions to churches and charities may comprise one of your largest tax savers. This category offers some deductions that taxpayers overlook. But it also presents pitfalls.

First of all, note that charitable contributions are deductible in the year you make them, not the year you make a pledge.

As well as cash contributions, you can deduct the "fair" market value of donated goods; expenses of performing services for tax-exempt charitable and civic organizations such as churches, schools, hospitals, Scouts, Community chest, etc.; and costs and upkeep of uniforms for serving such organizations. You can include out-of-pocket expenses for the use of your own car or 7 cents a mile plus parking and tolls.

Where taxpayers sometimes get involved with the Internal Revenue Service is in deducting heavily for goods donated such as clothing and household articles. You can only deduct a reasonable market value; what you might get if you sell the goods. For clothing in good condition, for example, one practice sometimes used is to deduct 15% of the replacement value. But the reaction of the different IRS agents may vary.

You can't deduct the value of services for tax-exempt organizations, nor even payments to a babysitter to care for your kids while you perform services. You can deduct an excess charge for tickets sold by tax-exempt organizations to events. But if you don't go you can't deduct the whole price.

CHILD AND DEPENDENT CARE: Under "miscellaneous" you can deduct expenses of up to $400 a month paid so you can work, for care of a child under 15, or a child or other dependent of any age, who can't care for himself because of disability. This deduction is a particular help to working women but also sometimes can help men with incapacitated wives, widowers, and other household heads.

The expenses must be for services provided in your home except that some costs of outside care for a child under 15 can be deducted although not for school expenses after kindergarten.

A working wife and her husband both must work at least three-fourths of a normal work week to claim a deduction for child care. But if the dependent is a disabled spouse, the full-time requirement for both husband and wife does not apply (but there are limitations if disability pay is received). You also may qualify during a period when you looked for work.

You can deduct other taxes you pay such as state, property, sales and gas; investment expenses including costs of a safe-deposit box in which you keep E bonds or other securities; non-reimbursed casualty and theft losses over $100.

Whether or not you itemize you can deduct excess social security taxes you paid if you had more than one employer, and under specified rules, some of the pay you received while sick.

Expenses of moving a prescribed minimum distance to a new job also can be subtracted from gross income whether or not you itemize other deductions.

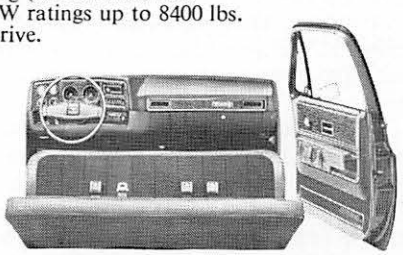
DEPENDENCY EXEMPTIONS: As well as deductions, pay special attention to exemptions for dependents. You get $750 each for exemptions for yourself, spouse and each qualified dependent. You can take exemptions for children under 19, or over if a full-time student, and even if he or she had $750 or more income from part-time work. The child still can claim himself as an exemption on his own return if he had earnings or other taxable income.

You also can claim exemptions for other relatives or household

(Please turn to page 24)

Off the road, on your own.

Chevy Pickup. Carries three with standard seating (bucket seats also available). GVW ratings up to 8400 lbs. with 4-wheel drive.



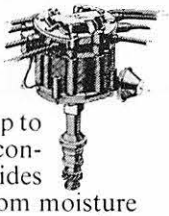
Handsome new interiors

This is Chevy's brand-new Silverado package with added insulation and other improvements for your comfort and convenience. Also available, depending on model: Cheyenne, new Scottsdale and Custom Deluxe interiors.

When you're in the back country where the road you're on is far from perfect, and far from town, it's good to have Chevy 4-wheeler durability and dependability going for you.

Choice of 4-wheel drives

Specify a V8 with Turbo Hydra-matic and you get Chevy's full-time system, drivepower at all four corners on and off the road. Or go conventional 4-wheel drive with a Six or a manual gearbox. Either way, Chevy 4-wheelers are low and easy to get in and out of, yet offer a full 7 inches of ground clearance.



High Energy Ignition

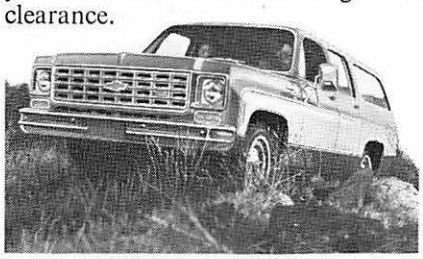
It delivers a spark that's up to 85% hotter compared to conventional systems; provides all-weather protection from moisture and dirt. Saves maintenance—no points or condenser to replace periodically. Standard on Chevy 4-wheelers.

Tough, double-wall construction

Chevy uses two walls of steel instead of one for strength, durability. In the hood. Front fenders. And other critical body areas.

LASTING CHEVY VALUE

Chevrolet



Chevy Suburban. Carries nine with available seating. Or with only the front seat in position can move up to 144 cu. ft. of cargo.

Chevy Blazer. Carries five with available seating, plus 44 cu. ft. of cargo. Hardtop model has roll bar.

'75 CHEVY 4-WHEELERS

members if you provide more than half their total support. If you shared the support with others, one of you can claim the exemption by agreement. You need to file a "Multiple Support Declaration." Such dependents must have less than $750 of gross *taxable* income (not social security and similar nontaxable receipts).

TAX PREPARERS: Be wary of tax services, such as small-loan companies, that advertise "instant refunds." This usually is a interest-bearing loan, sometimes at high costs.

Most people really can do their own returns if there are no complications. But if you use a tax service, note whether the minimum and average fees charged for each type of return are prominently posted in the office. Also get a copy of the return at time of preparation, and see that the preparer signs it as well as yourself.

JOB HUNT COSTS: Our recent statement that not only employment-agency fees but other costs of finding a job such as transportation, resumes, etc., are deductible, has brought requests for more clarification.

Reader D. B. writes: "You wrote that we could deduct transportation . . . The Internal Revenue Service office here said no, only agency fees are deductible. The shop I worked for in Wisconsin closed and I caught a bus to Denver and put in my application at another shop and got a job."

We checked with the Internal Revenue Service main office in Washington. A spokesman said that transportation costs are deductible if the job interview is successful. There may be a gray area or question about whether you actually moved to your new location first. But you may have an argument for reconsidering the local IRS man's statement.

Mrs. G. M. L. writes: "I was told by the IRS office that the only expense that could be deducted was if you actually secured a job through an agency, then that fee could be deducted but absolutely not anything else spent on job hunting."

Judging from my information and various authorities, that statement from your local IRS man may be too strong. First of all, an IRS spokesman in Washington says that transportation expenses also may be deductible (see above). Resume expenses are a gray area with the issue still unresolved, he said. The J. K. Lasser Institute says that in a number of cases, the Tax Court has allowed deductions for job counseling and agency fees even when jobs were not secured. Lasser also says: "Current Treasury policy is not to contest in court the deduction of agency fees in an unsuccessful attempt at placement. The issue is no longer on its list of prime issues . . ."

I consulted the IRS on this and other questions on which the Tax Court ruled in favor of job-hunt deductions opposed by the IRS. A spokesman said that the IRS has not changed its position yet but "is studying it."

The Tax Court has overruled the IRS on a number of interesting cases. In one case the court allowed a deduction for an agency fee even when the employee decided to stay with his present employer after he received another offer.

In recent years the IRS has shown increasing understanding for the problems of wage-earner taxpayers, as demonstrated by its ruling two years ago that finance charges on installment purchases are fully deductible without regard to the previous 6% limitation.

Now we hope that the IRS will publicly agree with the Tax Court decision, and accept without question legitimate expenses of hunting for a job, even if they put a ceiling on such deductions.

STRIKE BENEFIT: Reader H. H. F. asks if you have to report strike benefits on your tax return. He says, "No one here seems to know for sure."

There have been a number of court contests on this issue. The general policy seems to be that benefits based on individual need, with no conditions of strike duty required, are likely to be considered "gifts," and thus need not be reported as income. This would be true even though you did some voluntary picketing.

But if payments are based on your wage scale and are paid on the condition that you be active in the strike, they may be considered taxable income. A key question, although not the only one, is whether

(Please turn to page 26)

HOW TO GET THE LATEST

AAR SIGNAL TRAINING BULLETINS

HOT OFF THE PRESS

Ten bulletins of a continuing series of AAR Signal Training Bulletins are now available! They are the first and second groups of reprints being offered in an effort to disseminate the training material researched and produced by the Education and Training Committee G—AAR. These bulletins are designed to provide the railroad industry with the latest educational information.

INVALUABLE

Use them as supplement to your regular training program. Use them as a current prime information source. They will help signal and communication men save materials, time, and money.

ORDER TODAY

Two sets of the bulletins are now available. Order one set, or both, and continue building your source of valuable information until your collection is complete. The first set includes Bulletins C-1 through C-4 which are the first part of a series covering "Relays". When complete, this series will include a total of 22 bulletins. The second set includes Bulletins B-1 through B-6—the first part of a series covering "Energy Distribution".

Price list for reprints containing:	C-1 through C-4 (8 pages)	B-1 through B-6 (12 pages)
Single reprints	50¢ per reprint	60¢ per reprint.
5 to 24 reprints	35¢ per reprint	45¢ per reprint.
25 to 49 reprints	32¢ per reprint	42¢ per reprint.
50 or more reprints	29¢ per reprint	39¢ per reprint.

A quality binder available for $3.00 each.

Editor, Railway System Controls,
350 Broadway, New York, N.Y. 10013

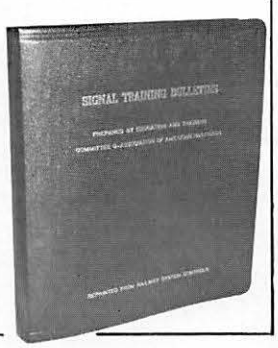
( ) Please send me___sets of AAR Signal Training Bulletin reprints consisting of bulletins_____through_____.
And bulletins_____through_____.
( ) Please send me_____binders.
Enclosed is_____in check or M.O.

Name_____

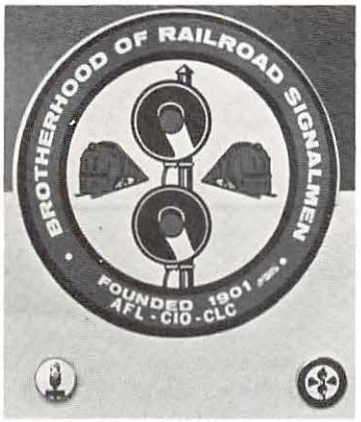
Company_____

Address_____

City_____ State_____ Zip_____



Signalman's Store



Signalmen's decal (top) has adhesive backing so it can be applied to glass, leather, metal, etc. for BofRS identification on car windows, bumpers, luggage, hard hats, etc. The emblem is 4" in diameter. It has a red border with white letters. The signal displays green over red. Below left is a metal **dwarf signal lapel pin** ½" in diameter with signal showing green over yellow over red on white enamel background. Signal and pin outlined in gold. Below right is ⅝" **BofRS lapel pin** identical to decal except letters and outline are in gold.

At top is decal with **Master National Agreement Book** below. Green 3-ring binder is 7" by 9" and has 2" diameter rings. Below is **cloth emblem** with BofRS in white letters on red border, two locomotives and green over red searchlight signal.

Coasters (3" dia.) come in black and gold, or in white, red and green with BofRS emblem.

Master National Agreement book has basics

The basic provisions of national agreements negotiated with U.S. railroads and the BofRS are contained in a loose-leaf binder with 2-inch rings so there is room for additional material, such as local agreements. The 21 sections are: A—summary of wage changes; B—summary of other benefits; C—Washington job protection agreement of 1936; D—vacations; E—Union shop agreement; F—Holidays; G—Claim and grievance handling; H—Health and welfare; I—Force reductions; J—Employment security; K—Travel time and away-from-home expenses; L—Off-track vehicle accidents; M—Jury duty; N—Overtime; O—Camp cars; P—Apprentice programs; Q—Change of residence; R—Earnings deduction in discipline cases; S—Supplemental sickness benefits; T—Union dues checkoff; and U—Amtrak C-1, C-2.

Signalman's training books are available

The 8-volume signalman's training course covers the following subjects: 1—electricity, circuit symbols and nomenclature; 2—signal terms, relays, track circuits and meters; 3—automatic block signaling, time code control and electronics; 4—traffic control systems and power switch machines; 5—highway grade crossing warning systems and FRA RS&I tests; 6—remote control and automatic interlockings; 7—ctc machines and their operation; 8—maintenance of signal equipment.

Use this handy order coupon

Please send me the following items as indicated below:

.....Decals @ 15¢ each.

.....Coaster black and gold) @ 10¢ each.

.....Coaster (red and green) @ 15¢ each.

.....Cloth emblem @ $1.50 each.

.....Dwarf signal lapel pin @ $1.50 each.

.....BofRS red, gold lapel pin @ $2.00 each.

.....Master National Agreement Book @ $7.95 each.

.....Signalman's training books @ $14.00 per 8-volume set.

.....Vol. 1 @ $1.75 each. .....Vol. 5 @ $1.75 each.

.....Vol. 2 @ $1.75 each. .....Vol. 6 @ $1.75 each.

.....Vol. 3 @ $1.75 each. .....Vol. 7 @ $1.75 each.

.....Vol. 4 @ $1.75 each. .....Vol. 8 @ $1.75 each.

Minimum order accepted is $5.00. Please make check or money order payable to **R. T. Bates** and send with this coupon to him at **Brotherhood of Railroad Signalmen, 601 W. Golf Road, Mt. Prospect, IL 60056.**

Name .....

Address .....

City..... State (Province)..... Zip.....

PA&N Cont'd

you are required to perform strike duty.

Unemployment benefits paid by a state or federal agency are not taxable income. Unemployment benefits received from an employer or union fund are taxable income to the extent that they exceed any payments you made into the fund.

SALES TAXES: Tax-consultant Dorothy McKinney suggests we remind readers that the tables of sales and gasoline taxes in the IRS instruction booklet may not be completely up-to-date. Some modern cars with lots of optional equipment may use extra gas. Too, local sales and gas tax rates may have been increased recently. Taxpayers who made large purchases involving sales taxes this year, such as cars, especially should consider estimating their own sales taxes rather than using the typical amounts in the tables.

New benefit plans now available

New improved benefit plans are available to all furloughed and retired railroad employes and their dependents. The three-month open enrollment period is March, April and May 1975.

At Feb. 12-13, 1975 meetings, the Railway Labor Organizations who are the policyholder under Group Policy GA-23111 issued by The Travelers Insurance Co., reviewed the benefits now provided under the plans available to furloughed and retired employes; the experience encountered under each plan and the need for more complete coverage in the light of today's hospital and medical care costs. The Railway Labor Organizations have decided to revamp the plans to provide improved coverage.

Under the revised plans, the hospital and surgical expense benefit has been increased substantially and under Plan C, a new major medical expense benefit has been added as well. After satisfaction of a $100 cash deductible, the new major medical expense benefit will pay 80% of those reasonable expenses necessarily incurred which are in excess of the amounts payable as hospital, surgical, doctors' in-hospital visits or radiation therapy benefits under Plan C.

Engineering Manager

To direct a department designing and developing electronic and electro-mechanical equipment used in railway safety applications. Ten years' experience in signaling or related work. Box 375, The Signalman's Journal, 601 W. Golf Rd., Mt. Prospect, IL 60056.

An Equal Opportunity Employer

It should be noted that the covered expenses to be considered under the major medical expense benefit do not include any expenses other than those in the categories covered by the basic plan. For example, hospital charges for a confinement in excess of 70 days or reasonable surgical charges in excess of the amount in the schedule would be covered major medical expenses. However, charges for drugs, private duty nursing, doctor's home and office visits, lab and X-ray examinations, etc., which are not covered under the basic plan would not be covered expenses.

The coverage under Plan D, which is limited to persons eligible under Medicare only, was increased effective Jan. 1, 1975 to cover the new deductible and co-insurance amounts required under Part A of Medicare.

The required monthly payments effective in May 1975 to provide the new benefits on and after June 1, 1975 are as follows:

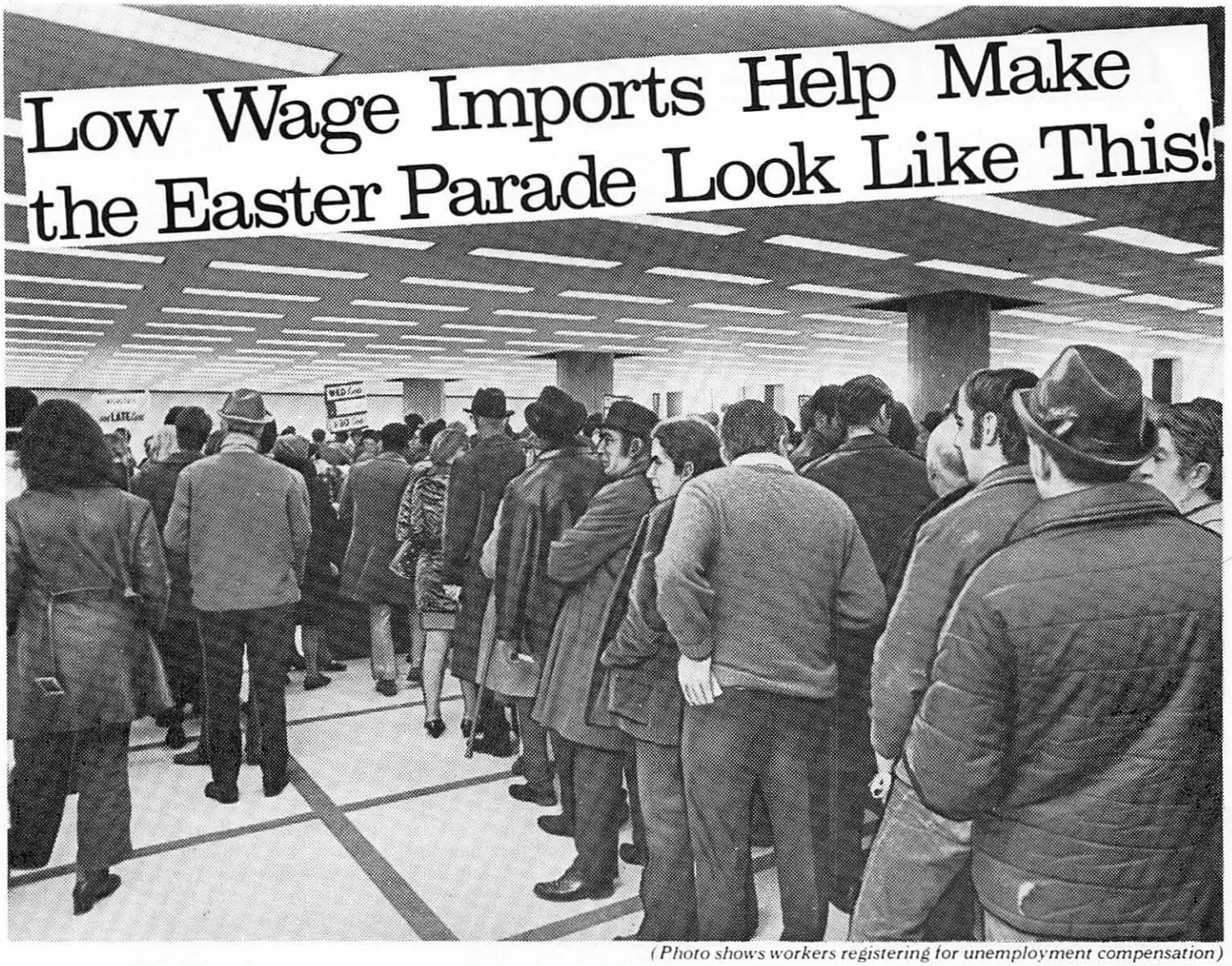
	Required Monthly Payment
Plan A	
Employee	$ 6.65
Dependent	7.76
Plan B	
Employee	17.19
Dependent	17.19
Plan C	
Employee	36.00
Dependent	36.00
Student Child (Age 19 to 25)	3.00
Incapacitated Child (over age 19)	5.00
Plan D	
Employee	12.00
Dependent	12.00
Parent	12.50

In connection with the new plans, arrangements have been made with The Travelers for an open enrollment period from March 1 through May 31, 1975 for all eligible employees and their spouses, or eligible widows. During this period any eligible person who is not eligible to enroll for Medicare benefits may enroll for either Plan A, Plan B or Plan C if not now insured under GA-23111. Such persons now insured under any of the present plans may continue under the same plan at the new required monthly payment or may elect to enroll under any of the other available plans.

Persons eligible under Medicare may enroll under Plan D only.

	PLAN A	PLAN B	PLAN C
HOSPITAL BENEFITS			
Room & Board — Daily Benefit up to	$ 20	$ 35	$ 55
Room & Board — Maximum per confinement	1,400	2,450	3,850
Hospital Extras and Emergency Out-patient, up to	200	700	1,000
SURGICAL BENEFITS			
Per Schedule up to	300	450	550
Obstetrics	(Not Covered)	112.50	137.50
DOCTOR'S VISITS IN-HOSPITAL			
Per day of hospital confinement	(Not	5	5
Maximum per confinement	Covered)	350	350
RADIATION THERAPY BENEFITS			
Per Schedule — Maximum per Calendar Year	(Not Covered)	200	300
POLIO BENEFITS	(Not Covered)	5,000	5,000
MAJOR MEDICAL EXPENSE BENEFITS	(Not Covered)	(Not Covered)	50,000

Low Wage Imports Help Make the Easter Parade Look Like This!



(Photo shows workers registering for unemployment compensation)

When you do your holiday shopping . . . remember the headlines screaming about a sudden, sickening increase in unemployment lines.

Remember that imports from low wage countries, where workers are paid as little as 11 cents an hour, are under-mining American made products. Such imports make the recession bite deeper and deeper as more American jobs go down the drain.

Please make sure to look for the ILGWU "Made In USA" union label before you buy women's and children's apparel. It is the recognized symbol of the creativity of American design, the skill of American workmanship and the importance of American jobs.

And your shopping dollar works double — your purchases enable other union members to buy the products you make. It makes a difference — the job you save may be your own.

STOP IMPORTING UNEMPLOYMENT!

UNION LABEL DEPT., INT'L. LADIES GARMENT WORKERS UNION, AFL-CIO. 22 W. 38TH ST., N.Y. 10018 DEPT. LP

News from Canada

Negotiations continue on job security/pensions

In concert with other unions, negotiations are continuing on a Job Security Agreement based on the December 1974 award of Emmett Hall, reports John E. Platt, BofRS, vice-president.

Through the Canadian Railway Labour Association, a brief has been presented to the Pension Inquiry headed by Noel Hall. He is presently holding hearings across the country. It is not expected that he will have his report ready before July 1975.

Meetings were held in Montreal during March with both **Canadian National** and **Canadian Pacific** assistant general chairmen concerning a number of items. The CN agc's were brought in to go over the items sent in by the local chairmen to be submitted to the CN as Addendum Demands before March 31, 1975. The meeting also discussed a grievance case that we are presently progressing on the Great Lakes region. For this discussion A. J. Gavine, local chairman local 165 attended the meeting. This case involves the company giving tests to leading maintainers when they bid on jobs within their own classification. It looks as if we will have to proceed to arbitration for settlement of this matter. A start was made on the preparation of our case.

The CP agc's had a number of matters to consider. They also attended meetings with the Company. Negotiations are continuing to have a CP system agreement. Discussions are also underway regarding a training program for signal personnel, and the Addendum Demands were also considered. The meeting held to prepare our positions was attended by retired general chairman H. A. Stockdale, whose advise and guidance was very much appreciated.

Negotiations for a contract are continuing on the **Quebec North Shore & Labrador.** The contract expired at the end of February 1975. Hopefully when you read this, negotiations will have been concluded. These negotiations are handled by myself, general chairman E. Soucy, and his negotiating committee.

General chairman R.R. Mitchell has concluded an agreement with CP Rail on behalf of the signal shop in Winnipeg. They joined our Brotherhood last year, and certification for them was received from the Canada Labour Relations Board last November.

IMPORTANT

Any members in Canada that did not receive a ratification ballot regarding the recent contract should immediately send his correct address to the Montreal Office. Also if you have never filled out a Beneficiary card for the Group Insurance Plan, or wish to change your beneficiary, this should be indicated, appropriate forms will then be sent out.

The triannual meeting of the Canadian General Committee will be held in Summerside, P.E.I. July 23-25, 1975. Anyone wishing to have items included on the agenda for consideration should send them to their local chairmen as soon as possible.

A meeting was held on February 18, 1975 of the Associated Railway Unions Negotiating Committee. This meeting was to lay the ground work for the upcoming negotiations beginning October 1, 1975. It is not certain at this time if all the Unions will be together again for the upcoming round, but it was decided to keep our technical help working, as this information will be required by all groups. All decisions regarding this matter will be made at our Canadian General Committee Meeting in July.

A new agreement book for CN members should be ready around the middle of the year, copies will also be available in the French language but will not be available until a later date.

A new Pension Agreement has been signed on the **Toronto, Hamilton & Buffalo.** This was handled on behalf of the signalmen by assistant general chairman D. McAlpine. "I would like to thank Dave for all the work he put in on this pension agreement," Platt said.

The **Ontario Northland** agreement should be ready to send to the members in April or May 1975.

Pension negotiations on the Ontario Northland Railway have been concluded but meetings are continuing on health and welfare matters. Pensions and health and welfare on the ONR are handled by assistant general chairman H. Hueston through the ONR General Chairmen's Association. Hueston is vice-chairman of the Association.

Agreement has been reached with the **Toronto Terminal** concerning the pay differential for leading mechanics. It will be increased to 10¢ per hour retroactive to November 15th, 1974.

TORONTO, HAMILTON & BUFFALO: **R. Donaven,** general signal foreman, retired April 30. **Stan Gienuez,** signal project supervisor, Canadian Pacific, at Toronto, appointed supervisor C&S at Hamilton.

Moving? Let us know!

Please send your new address to:

J.E. DuBois, 1386 St. Catherine St. W., Suite 323, Montreal, Que. H3G 1P9

Name _____

Street or Box No. _____ **Apt. No.** _____

City _____ **Province** _____ **Zip** _____

Lodge No. _____ **Certificate No.** _____

RS&I

Sec. 236.408 Route locking.

Route locking shall be provided where switches are power operated. Route locking shall be effective when the first pair of wheels of a locomotive or car passes a point not more than 13 feet in advance of the signal governing its movement.

Note: 1.—Existing installations on each railroad, which do not conform to the requirements of the last sentence of this section shall be brought into conformity on or before December 31, 1970.

Sec. 236.409 Control machine; indication of switch operation.

It shall be indicated on the control machine when power-operated switch has completed its movement and is locked.

Sec. 236.410 Locking, hand-operated switch.

(a) Each hand-operated switch in main track shall be locked either electrically or mechanically in normal position, except where:

(1) Train speeds over switch do not exceed 20 miles per hour; or

(2) Trains are not permitted to clear the main track at such switch; or

(3) Both switch and traffic-control system were installed prior to October 1, 1950.

(b) Approach or time locking shall be provided and locking may be released either automatically, or by the control operator, but only after the control circuits of signals governing movement in either direction over the switch and which display aspects with indications move favorable than "proceed at restricted speed" have been opened directly or by shunting of track circuit.

Note: Each carrier subject to this rule is hereby authorized to remove electrical or mechanical locks now installed within the purview of Section 236.410 when either exception (1) or (2) of the present rule is satisfied, subject to the condition that the following procedures and actions be accomplished:

1. Each carrier intending to remove a lock under the findings made herein and based on the existence of one or more of the circumstances as set forth in exceptions (1) or (2) as contained in the revised section, shall:

(a) Notify the FRA by letter setting forth the location of the lock involved and the specific exception on which removal is based.

(b) Include in the letter to the FRA an assurance that the excepting circumstance relied upon will not be changed without either reinstallation of the electric or mechanical lock, or approval by the FRA of the changed circumstances.

(c) Publish in its Time Table the not-to-exceed 20 miles per hour speed limit covering the area of the switch, when that is the exception relied upon; or, where exception (2) is relied upon, publish either in the Special Instructions part of its Time Table or in separate printed Special Instructions the location of each hand-operated switch where electric or mechanical lock is removed and, where train movements are made in excess of twenty (20) miles per hour, concurrently issuing specific instructions, by stating therein, that trains are not to be permitted to clear the main track at such switch.

2. Following the foregoing, and upon acknowledgment of the letter to the FRA, such acknowledgment to be made promptly as an administrative action by the FRA's Bureau of Railroad Safety, and such acknowledging letter to be retained by the carrier as authority for the removal and as a record of the exception on which relied, the lock may then be removed.

Rules and Instructions

Sec. 236.426 Interlocking rules and instructions applicable to traffic control systems.

The rules and instructions prescribed in Sections 236.327 and 236.328, 236.330 to 236.334, inclusive, and 236.342 shall apply to traffic control systems.

Members News

R. H. Brown honored upon retirement

A retirement party was held in honor of **Raymond H. Brown** and his wife Christine on Feb. 15 at Swains Steakhouse, Greensboro, NC. Brother Brown retired Jan. 31 after having completed more than 37 years of service on Southern Railway. He began working for Southern in 1936, spending 10 years in signal construction work, with two years "time out" for Army duty. In 1946, he became crossing signal maintainer with headquarters at Greensboro, the position he held upon retirement.

Brother Brown and his wife were presented with gifts, after which RH was "roasted and toasted" by his fellow workers.

Always an active member of the BofRS, Brother Brown had served as local chairman of Walters Local 110. Also, he had represented the local at the 1961 convention and was a delegate at the 1964 BofRS convention.

Best wishes to the Brown's for a long, healthy and happy retirement.

C. E. Yelton
Recording Secretary Local 110

Regional meeting to be held in Memphis, TN

April 19, 1975 can be a most important day for Brotherhood of Railroad Signalmen members and retired members in the Memphis, Tennessee area. For on that day, a regional meeting will be held at the Albert Pick Hotel. Representatives of Provident and Travelers Insurance, the Railroad Retirement Board and the Federal Railroad Administration will be there to answer questions and describe their programs. If you are planning to attend and have not answered the letter sent to you or did not receive one, please write to W. D. Best, Vice-President, Brotherhood of Railroad Signalmen, 601 W. Golf Rd., Mt. Prospect, IL 60056 and let him know that you plan to attend this April 19 regional meeting. A count is required to let the hotel know how many will be attending the complimentary lunch and social hour.

Signalman's Worksheet

A-C track circuits and relays

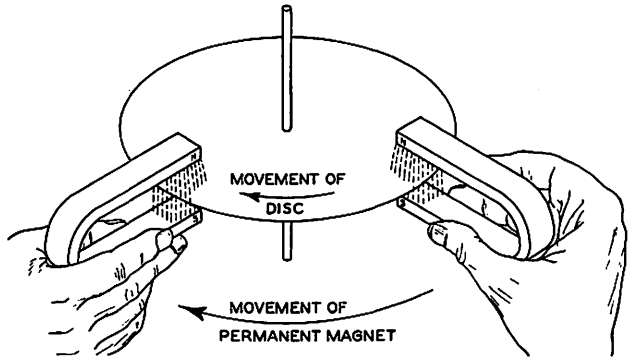


Fig. 116—Theory of operation of vane relay.

Principles of Operation of Vane Type Relays

Figure 116 demonstrates the theory of operation of the vane relay. A circular copper disc with a shaft through the center is supported so that it is free to rotate. If a permanent magnet is rotated about the disc shaft in such a way that the magnetic lines of force cut through and across the disc, it will start to rotate, at a slightly slower speed, in the same direction as the permanent magnet.

Figure 117 shows an enlarged view of a section of the disc showing what takes place. When the permanent magnet is rotated, the magnetic lines of force pass through the disc and produce a voltage between two points on the disc. An eddy current flows between these points and back to its origin by the shortest path.

These eddy currents produce miniature magnetic lines of force, which on reacting with the magnetic lines of force of the permanent magnet, establish a linkage to produce rotation.

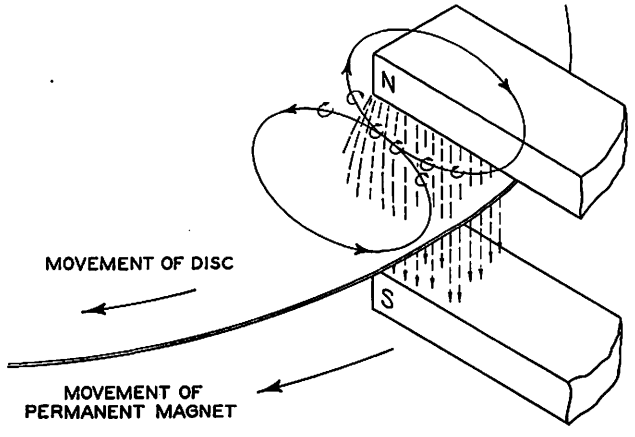


Fig. 117—Eddy currents in disc and resultant magnetic forces.

Single-Element Vane Relay Operation

Now we have seen how we could move a non-ferrous disc—or a vane—by moving a permanent magnet.

In an a-c. vane relay, we keep the magnet stationary and move the vane by forces set up by the interaction of magnetic fluxes.

Figure 118 shows the operating element of a single-element vane relay. Flux from the electromagnet passes through the vane and sets up a circulating eddy current in the vane. Normally, the center of this eddy would coincide with the center of the pole face. However, there is a copper ferrule or shading band around half of each pole face. The flux acting on the ferrule induces a circulating current in the ferrule. This circulating current sets up a flux to oppose the flux which originally induced the current in the ferrule. Thus the ferrule flux distorts the main flux. The distorted main flux induces a circulating eddy current in the vane. Thus we have two circulating currents, both circulating in the same direction, in parallel planes, but not concentric.

Conductors carrying currents in the same direction attract each other; hence the vane moves to position its circulating eddy current so that it will be concentric with the circulating current in the ferrule. The distorted flux continues to induce other circulating currents in the same place shown by the dotted path in Figure 118, and the vane is moved upward to operate contacts as required.

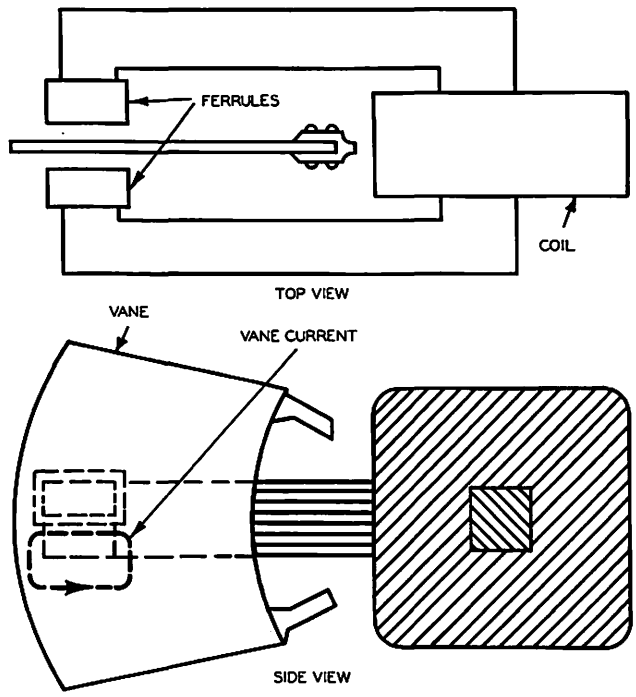
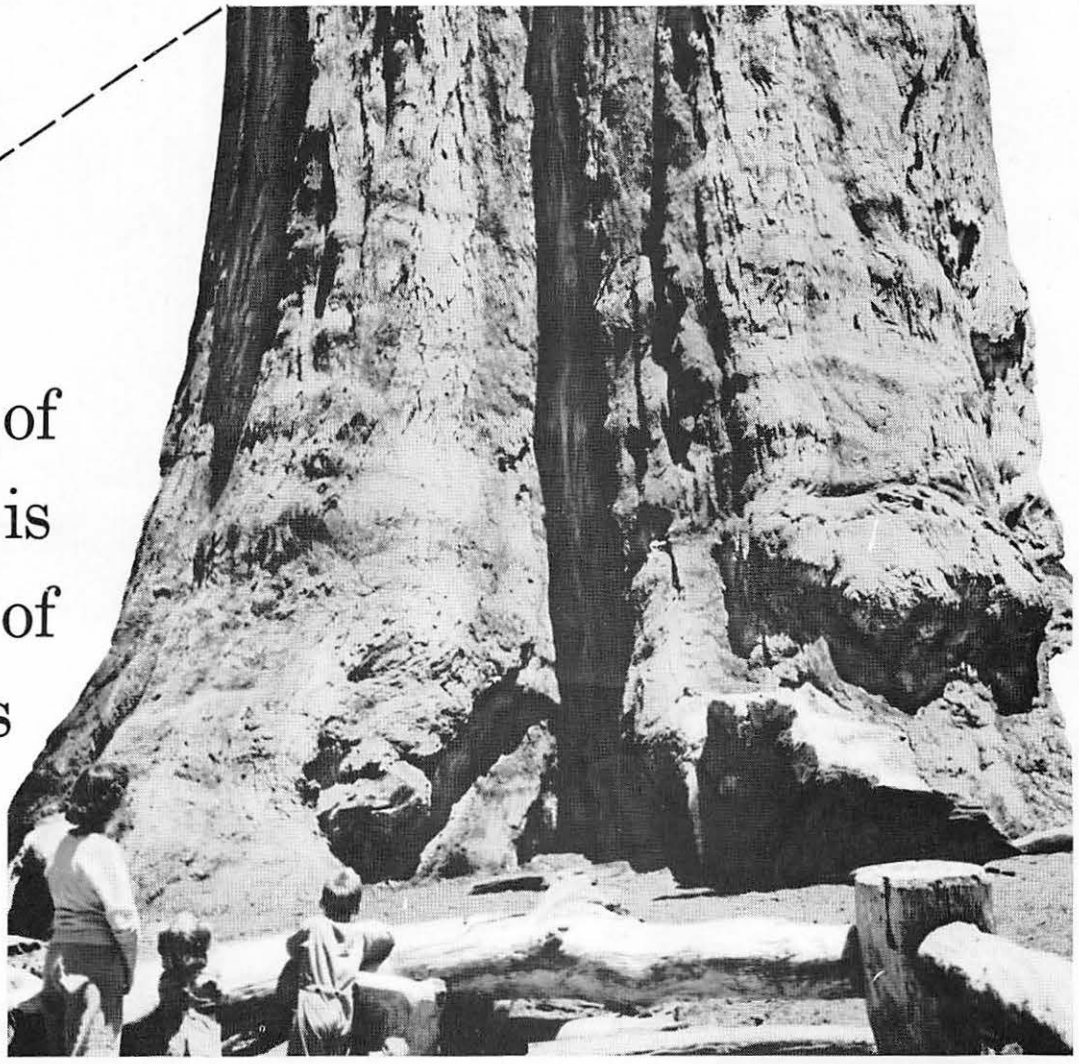


Fig. 118—Theory of operation of single-element vane relay.

Information and drawings furnished by General Railway Signal Company.



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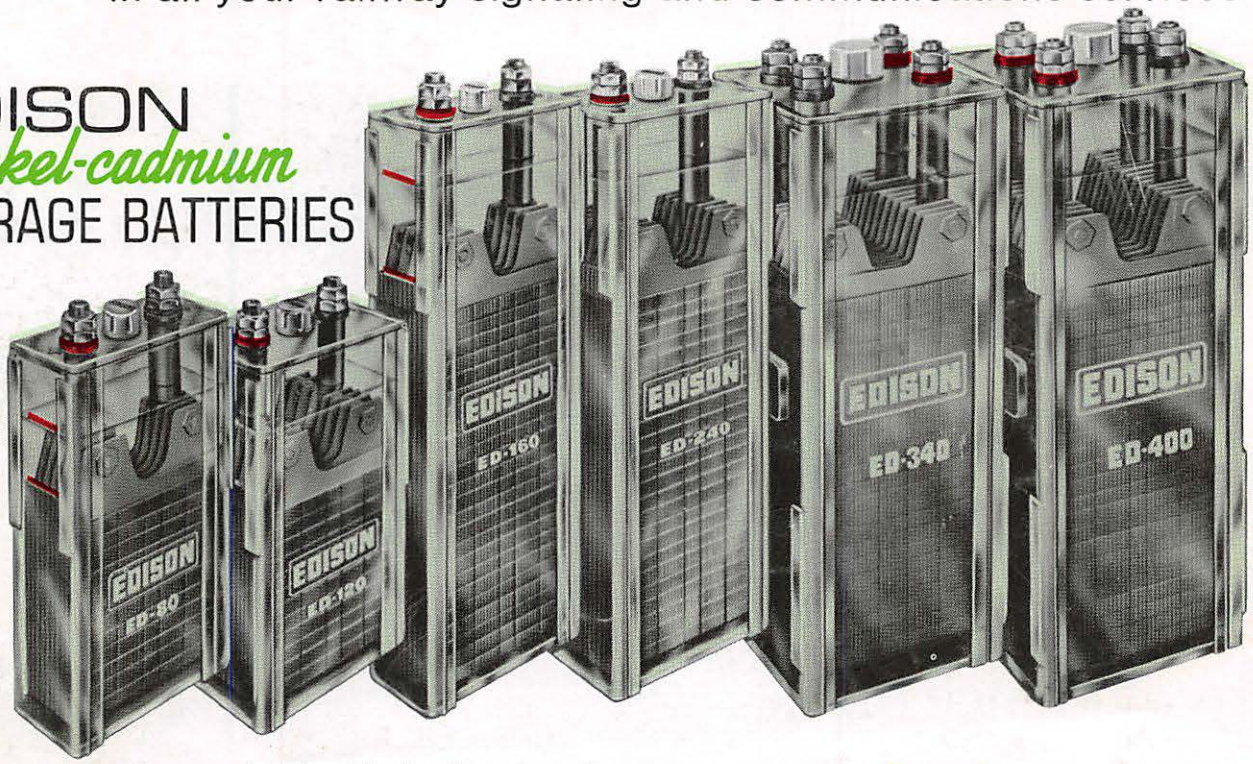

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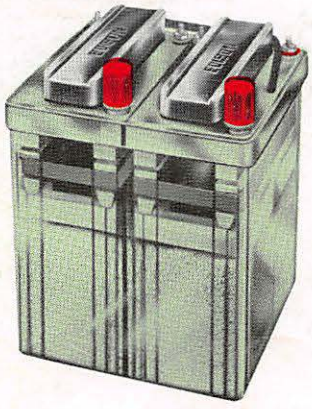

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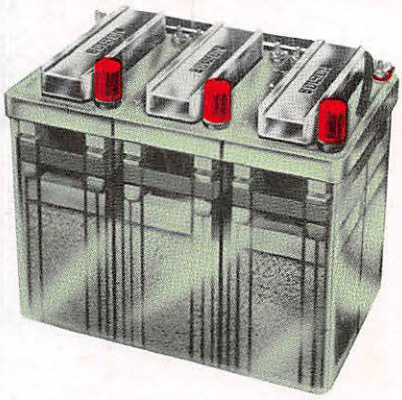

■ Depending on the type of battery and the connections made (series or parallel), the normal voltages are 1.25, 2.5 or 3.75 volts; and capacities are 1,100, 2,200 or 3,300 ampere-hours.

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